

**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN
SOUTH CAROLINA STATE GOVERNMENT**



FEBRUARY 1, 2009
ANNUAL REPORT TO THE GENERAL ASSEMBLY
SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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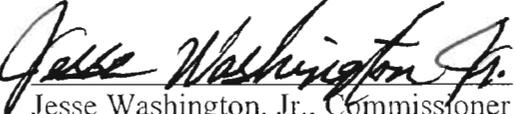
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MEMORANDUM

TO: The Honorable Mark Sanford The Honorable Andre Bauer The Honorable Bobby Harrell
 Governor of the State of South Carolina Lieutenant Governor of South Carolina Speaker of the House

FROM: 
 Jesse Washington, Jr., Commissioner

RE: “Status of State Agencies’ Affirmative Action Plans”

DATE: February 1, 2009

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission shall submit a report on the status of State Agencies’ Affirmative Action Plans and Programs to the General Assembly by February 1st each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period, a breakdown by race and sex of those hired or promoted from within the agency during the reporting period, and an indication of whether affirmative action goals were achieved.

The Human Affairs Commission is charged with monitoring state agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2009 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

The Human Affairs Commission works with State agencies to achieve equal employment opportunity through Affirmative Action Plans and programs. These plans and programs meet the standards established by the courts and protect the rights of both majority and minority groups. These standards are also used to measure the status of state government’s efforts to become a model employer. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans.

If you have questions about our report or need additional information, please contact me. I have also asked Mary Dunlap Snead, Director of Technical Services and Training Programs, to assist with any questions you may have if I am not available.

Copy: Legislative Printing and Information Technology Resources
 Agency Heads

Acknowledgements:

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Jacquelin Brown and Sarah Crouch, EEO Consultants; Nick Xylas, Administrative Assistant; and Mary Dunlap Snead, Division Director.

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2007 through September 30th, 2008 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them.** The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

What is Affirmative Action?

Affirmative Action is a method, or a management tool, used by employers to achieve equal employment opportunity. Statistical analysis and corrective steps help employers to identify and eliminate any lingering or current effects of prior discriminatory policies, practices or procedures in the workplace. The goal is equal employment opportunity; the method for achieving this goal is affirmative action.

Affirmative Action programs for state/local government have been upheld by the United States Supreme Court under a strict scrutiny analysis. Affirmative action programs are not to be used as quota systems or preference programs. In fact, Affirmative Action programs should, when implemented correctly, eliminate preferences, not create them.

An Affirmative Action Plan (AAP) sets employment goals for minorities and women whose representation in the workforce is less than would reasonably be expected based on availability estimates of the qualified labor pool. The Plan also names the positive (affirmative) steps the employer will take to recruit and employ qualified minorities and women. If followed, the AAP becomes the guide for a program that should result in fair employment for all race/sex groups, including white males.

The goals component of an AAP is not designed to be, nor should it be interpreted to be, permitting unlawful preferential treatment or quotas for persons of any race or sex. Rather, the goals are used as benchmarks to measure the effectiveness of affirmative action efforts to eliminate and prevent discrimination.

An AAP approved by SCHAC means only that it meets our standards for an acceptable planning document. If the AAP is not followed, the state employer has merely met paper compliance obligations under the SC Human Affairs Law but has failed to voluntarily implement an effective program.

The SCHAC mandate is to monitor recruitment, hiring and promotion practices in state agencies, not to tell state agencies whom to hire or promote. SCHAC offers training and technical support to employers on the state law, harassment prevention, techniques for recruiting, hiring and promoting without discriminating, and other issues.

An AAP and program will not immunize an agency against charges of discrimination. An agency can have the very best written AAP but still be susceptible to charges of discrimination. However, the procedures incorporated in an AAP encourage consistent, non-discriminatory actions that would help prevent discrimination.

Exempt Agencies:

Exemptions can be granted to agencies that employ minorities and women at all levels of their workforces, at a rate that would reasonably be expected based on their availability in the labor force, and that exhibit the principles of equal employment opportunity. Even though SCHAC continues to monitor these agencies, they are not required to submit written AAPs or progress reports when in an exempt status.

There are two benefits for agencies that have become exempt. First, reducing unnecessary paperwork requirements is in keeping with our policy at the Commission. Second, an agency that has no underutilization of minorities or women has no legal basis for instituting affirmative action steps to eliminate the underutilization. Affirmative Action programs are used to eliminate racial/gender imbalances in the workplace, not to maintain a race/gender balance.

Affirmative Action Plan Components

An Affirmative Action Plan (AAP) is a written document outlining the positive steps an agency will take to achieve equal employment opportunity for all race/sex groups in its workforce based on the availability of *qualified* individuals. Each plan approved by the Commission was constructed according to standards contained in The Blueprint, a manual developed by SCHAC to guide agencies in preparing their plans.

The statistical portion of an AAP analyzes employment patterns by race and sex. Any race or ethnic group that exceeds two percent of the population based on census data in South Carolina will have a separate analysis. All other racial/ethnic groups are combined. While white males are not depicted in the Availability, Underutilization, or Goals Met columns they are statistically included.

Each plan approved by SCHAC contains the following information:

- Section A—Policy Statement
- Section B—Responsibilities for Implementation
- Section C—Policy Dissemination
- Section D—Utilization and Availability Analyses
 1. Workforce Analysis
 2. Job Group Analysis
 3. Availability Analysis
 4. Underutilization Analysis
- Section E—Goals
- Section F—Identification of Problem Areas and Corrective Actions
- Section G—Internal Audit and Reporting Systems
- Section H—Affirmative Action Plan Support Documents

Job Group Analysis

The Job Group Analysis combines job titles within an agency that have similar job content, wage rates and upward mobility. This analysis is important because it forms the foundation for the availability analysis, identification of underutilization and establishment of benchmarks. The Job Groups are frequently the same as the EEO Categories.

Availability Analysis

The availability analysis is used to determine the percentage of minorities or women who are *qualified* to perform the various job titles found within each job group. The availability analysis is based on both internal and external employment data. The most important point to remember about this analysis is that it is an estimate of the qualified labor pool, not just the general population or civilian labor force. It serves as a useful benchmark against which the agency workforce can be compared in order to determine underutilization.

Determining Underutilization

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what would reasonably be expected based on a qualified labor pool (adjusted availability), the agency must project a goal (SCHAC has established as a general guideline that underutilization exists when representation in a race/sex group is less than 90 percent of Availability estimates).

Goals

Agencies project goals to eliminate underutilization. Goals should not be confused with quotas. They are not rigid and inflexible quotas, but targets that are reasonably attainable through good faith efforts. The goals are temporary and should only be used when problems exist. They create neither a floor nor a ceiling for the hiring of employees.

The goals component of the plan is not designed to be, nor may it lawfully be, interpreted as permitting unlawful preferential treatment or quotas. Rather, the goals are designed as benchmarks to measure the effectiveness of the plans to eliminate and prevent discrimination. These goals are realistically established based on the availability of qualified applicants.

In seeking to achieve goals, an agency is never required to hire unqualified people, or to hire a person of a particular race or sex. The use of goals is consistent with merit selection principles.

Please refer to pages 53-59 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

The agencies listed below have developed affirmative action plans in accordance with Section 1-13-110 of the South Code of Laws of 1997, as amended. Agencies with asterisks were given exemptions (see next page).

Accident Fund, State
Adjutant General's Office
Agriculture, Department of
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Arts Commission
*Attorney General's Office
Auditor's Office, State
Blind, Commission for the
Budget & Control Board
Central Carolina Technical College
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Disabilities and Special Needs, Department of
Education, Department of
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board of
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's Office: Executive Policy
Governor's School for Science and Mathematics

Health and Environmental Control
Health and Human Services, Department of
Horry-Georgetown Technical College
*Housing, Finance and Development Authority, South Carolina
Indigent Defense
Insurance, Department of
John de la Howe School
Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Law Enforcement Division, State
Library, State
Lieutenant Governor's Office
Medical University Hospital Authority
Medical University of South Carolina
Mental Health, Department of
Midlands Technical College
Motor Vehicles, Department of
Museum Commission
Natural Resources, Department of
Northeastern Technical College
Opportunity School, Wil Lou Gray
Orangeburg-Calhoun Technical College
Parks, Recreation and Tourism, Department of
Patriot's Point
Piedmont Technical College
Ports Authority, State
Probation, Pardon and Parole, Department of
Public Safety, Department of
Public Service Commission
Revenue, Department of
Santee Cooper
Second Injury Fund, South Carolina
Secretary of State

Greenville Technical College
South Carolina Education Lottery
South Carolina State University
Spartanburg Community College
Technical and Comprehensive Education, State Board of
Technical College of the Low Country
Transportation, Department of
Treasurer's Office, South Carolina State
Tri-County Technical College

Social Services, Department of
Trident Technical College
University of South Carolina
Vocational Rehabilitation, Department of
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

AGENCIES WITH AFFIRMATIVE ACTION PLANS
PENDING APPROVAL

The agencies listed below have submitted plans that are in the review process or have been requested to make revisions.

Commission on Higher Education
Criminal Justice Academy
Governor's School for Arts and Humanities
Lander University

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

Attorney General's Office
State Housing, Finance and Development Authority

SECTION II

Report Summary

This report includes employment data by race, sex, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included in the report. Smaller agencies are not required to file statistical reports with SCHAC. In Section IV, agencies are ranked according to goal attainment. This section includes a total of 93 agencies and their subdivisions to reflect the few agencies that report to SCHAC by multiple locations.

In preparing this report, SCHAC relied primarily on statistics obtained from each agency. The agencies were provided the opportunity to correct any information prior to publication.

By necessity, this report aggregates employees into fairly broad EEO categories and pay bands. Despite this limitation, this analysis of employment data can prove useful. Our hope is to stimulate readers and identify areas where inappropriate obstacles may interfere with the advancement of women and minorities in state government, which, in turn, will give agencies the opportunity to correct any problem areas.

From September 30, 2007 to September 30, 2008 the total number of employees in state government increased by 1,301 (from 64,221 to 65,522). However, the total number of hiring and promotion opportunities that occurred within the agencies (through attrition and expansion) was much greater. You can review the activity on each agency's chart in Section VI of this report.

As you read this report and review the tables and charts in this section, you will note that the representation of minorities and women in the lower pay bands closely reflects the relative availability for those groups. However, the representation for these groups begins to decline as the pay levels increase.

This trend has existed for the past several years, and for an illustration, the following information tracks the gap in the Executive Job Category. Once again, the salary gap has widened between white and black employees in the Executive Job Category and also between female and male employees in the same category.

The next chart tracks the weighted average difference in pay for employees within the top job category only.

Analysis by *Race* of weighted mean salary for employees in Executive Job Category
(only compares white and black employees)

<u>Year</u>	<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
2005	\$68,107	\$62,945	\$5,162
2006	\$69,621	\$62,878	\$6,743
2007	\$72,517	\$64,382	\$8,135
2008	\$73,748	\$64,979	\$8,769

Analysis by *Gender* of weighted mean salary for employees in Executive Job Category

<u>Year</u>	<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
2005	\$70,777	\$62,722	\$8,055
2006	\$72,297	\$63,993	\$8,304
2007	\$74,929	\$66,688	\$8,241
2008	\$76,164	\$67, 676	\$8,488

This trend is alarming: if we were progressing, we would expect to see the salary gap narrowing, not widening.

Note that the majority of employees classified as Executives receive annual salaries that fall within the top three pay bands (bands 8, 9 and 10). Tables II and III depict the state’s pay bands and salaries. Between 2007 and 2008 the number of employees in the top three pay bands increased in size by only 76 positions. This may make one think that limited opportunities existed to make changes. Our records reveal, however, that during this reporting period agencies actually had 193 opportunities to hire or promote employees into the Executive Job Category through attrition or expansion.

Below is a breakdown by race and gender of those 193 new hires/promotions into the Executive Job Category.

<u>White males</u>	<u>Black Males</u>	<u>White Females</u>	<u>Black Females</u>	<u>All Others</u>
83	20	61	19	10

White employees filled 74.6 percent of the new positions; black employees 20.2 percent; all other races/ethnic groups 4.7 percent. The gender breakdown shows male employees at 55 percent while females filled 45 percent of positions.

Even though the example of the salary differences shown in the Executive category is of concern, we realize that a more in depth analysis would accompany any finding of unlawful discrimination.

Report Highlights

- The previous year's report showed that 4 agencies failed to achieve at least 70% of their goals. This year, 6 agencies failed to achieve that benchmark. The six agencies falling below 70 percent are the Adjutant General's Office, The Citadel, the Central Office of Disabilities & Special Needs, the Forestry Commission, Lander University, and Patriots Point Development Authority. Lander University and Patriot's Point, while still in the bottom tier, did show slight increases in goal attainment. The others actually show a decrease in goal attainment.
- Eighty-two state agencies have "approved" affirmative action plans.
- Four agencies were in a "pending approval" status;
- Two state agencies have been granted "exempt" status for meeting all of their goals and exhibiting an equal employment opportunity environment – the Attorney General's Office and the State Housing, Finance and Development Authority. They are to be commended.
- 27 percent of the state government's workforce earned salaries of \$50,000 and above. Black employees occupied 12% of these positions (2,117 employees); white employees 83% (14,422 employees); females occupied 44% (7,686); males 56% (9,646 employees). All other race/ethnic groups occupied 5% (793 employees).
- In September 2007 black employees represented 19 percent of the Executive Category and 31 percent of the Professional Category. In September 2008 black employees represented 19.6 percent of the Executive Category and 32 percent of the Professional Category, representing slight increases in percentage distribution within both categories.
- In 2007 women represented 48 percent of the Executive Category and 64 percent of the Professional Category. In September 2008 women represented 49 percent of the Executive Category and 66 percent of the Professional Category.

Both of these job categories showed improvements, both in real numbers and proportionally. While black employees represent 33.7 percent of state government's workforce, they represent only 13 percent of the jobs in the highest three pay bands (see Charts A and B on page 25). Females represent 56.7 percent of state government's workforce and 36 percent of the jobs in the highest three pay bands (see Charts A and B on page 26).

It appears that the state is making progress. Women and minorities have increased their representation in government jobs; but the "glass ceiling" (*a term generally used to refer to instances where women and minorities have entered the system but, despite their qualifications and ambitions, have not been able to move into key higher-salaried positions*) is still evident in the charts and tables in this report.

TABLE I
STATE OF SOUTH CAROLINA
PAY BANDS

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 13,624	\$ 19,585	\$ 25,546
02	\$ 16,806	\$ 23,950	\$ 31,095
03	\$ 20,450	\$ 29,145	\$ 37,840
04	\$ 24,881	\$ 35,457	\$ 46,033
05	\$ 30,274	\$ 43,144	\$ 56,015
06	\$ 36,840	\$ 52,500	\$ 68,160
07	\$ 44,825	\$ 63,877	\$ 82,930
08	\$ 54,540	\$ 77,723	\$100,907
09	\$ 66,360	\$ 94,567	\$122,775
10	\$ 80,743	\$115,063	\$149,383

Effective July 1, 2008

Source: South Carolina State Office of Human Resources

TABLE II

STATE OF SOUTH CAROLINA
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN PAY BAND -- ALL AGENCIES
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS

Run Date: 09/29/08

BAND	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
00	5344	47.12	489	4.31	505	4.45	4138	36.49	582	5.13	283	2.50	11341
01	64	8.82	149	20.52	0	0.00	94	12.95	403	55.51	16	2.20	726
02	1035	21.28	1268	26.07	36	0.74	552	11.35	1945	40.00	27	0.56	4863
03	1696	15.21	1603	14.38	61	0.55	3674	32.96	3987	35.76	127	1.14	11148
04	3299	23.42	1892	13.43	111	0.79	4700	33.36	3968	28.16	119	0.84	14089
05	3567	31.01	1119	9.73	81	0.70	4241	36.87	2372	20.62	123	1.07	11503
06	2586	36.56	572	8.09	78	1.10	2713	38.35	1032	14.59	93	1.31	7074
07	1701	48.09	221	6.25	48	1.36	1214	34.32	324	9.16	29	0.82	3537
08	565	55.72	66	6.51	13	1.28	293	28.90	69	6.80	8	0.79	1014
09	95	57.93	10	6.10	5	3.05	45	27.44	7	4.27	2	1.22	164
10	37	58.73	2	3.17	4	6.35	9	14.29	6	9.52	5	7.94	63
TOTAL	19989	30.44	7391	11.28	942	1.44	21673	33.08	14695	22.43	832	1.27	65522

SOURCE: HUMAN RESOURCE INFORMATION SYSTEM
 BUDGET AND CONTROL BOARD

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex
September 2007 and 2008
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2007	5230	47.59	489	4.45	464	4.22	3977	36.19	565	5.14	264	2.40	10989
2008	5344	47.12	489	4.31	505	4.45	4138	36.49	582	5.13	283	2.50	11341
Change	+ 114	- 0.47	0	- 0.14	+ 41	+ 0.23	+ 161	+ 0.30	+ 17	- 0.01	+ 19	+ 0.10	+ 352
01													
2007	69	8.61	177	22.10	0	0.00	106	13.23	432	53.93	17	2.12	801
2008	64	8.82	149	20.52	0	0.00	94	12.95	403	55.51	16	2.20	726
Change	- 5	+ 0.21	- 28	- 1.58	0	0.00	- 12	- 0.28	- 29	+ 1.58	- 1	+ 0.08	- 75
02													
2007	1019	20.75	1240	25.24	36	0.73	581	11.83	2012	40.96	24	0.49	4912
2008	1035	21.28	1268	26.07	36	0.74	552	11.35	1945	40.00	27	0.56	4863
Change	+ 16	+ 0.53	+ 28	+ 0.83	0	+ 0.01	- 29	- 0.48	- 67	- 0.96	+ 3	+ 0.07	- 49
03													
2007	1621	14.29	1611	14.20	62	0.55	3854	33.98	4070	35.88	124	1.09	11342
2008	1696	15.21	1603	14.38	61	0.55	3674	32.96	3987	35.76	127	1.14	11148
Change	+ 75	+ 0.92	- 8	+ 0.18	- 1	0.00	- 180	- 1.02	- 83	- 0.12	+ 3	+ 0.05	- 194
04													
2007	3283	23.84	1858	13.49	104	0.76	4603	33.43	3800	27.59	123	0.89	13771
2008	3299	23.42	1892	13.43	111	0.79	4700	33.36	3968	28.16	119	0.84	14089
Change	+ 16	- 0.42	+ 34	- 0.06	+ 7	+ 0.03	+ 97	- 0.07	+ 168	+ 0.57	- 4	- 0.05	+ 318
05													
2007	3420	31.20	1081	9.86	79	0.72	4090	37.31	2177	19.86	114	1.04	10961
2008	3567	31.01	1119	9.73	81	0.70	4241	36.87	2372	20.62	123	1.07	11503
Change	+ 147	- 0.19	+ 38	- 0.13	+ 2	- 0.02	+ 151	- 0.44	+ 195	+ 0.76	+ 9	+ 0.03	+ 542

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex
Between September 2006 and 2007
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
06													
2007	2559	37.46	542	7.93	65	0.95	2625	38.42	961	14.07	80	1.17	6832
2008	2586	36.56	572	8.09	78	1.10	2713	38.35	1032	14.59	93	1.31	7074
Change	+ 27	- 0.90	+ 30	+ 0.15	+ 13	+ 0.15	+ 88	- 0.07	+ 71	+ 0.52	+ 13	+ 0.14	+ 242
07													
2007	1680	48.72	221	6.41	47	1.36	1167	33.85	306	8.87	27	0.78	3448
2008	1701	48.09	221	6.25	48	1.36	1214	34.32	324	9.16	29	0.82	3537
Change	+ 21	- 0.63	0	- 0.16	+ 1	- 0.01	+ 47	+ 0.48	+ 18	+ 0.29	+ 2	+ 0.04	+ 89
08													
2007	555	58.30	58	6.09	11	1.16	263	27.63	59	6.20	6	0.63	952
2008	565	55.72	66	6.51	13	1.28	293	28.90	69	6.80	8	0.79	1014
Change	+ 10	- 2.58	+ 8	+ 0.42	+ 2	+ 0.13	+ 30	+ 1.27	+ 10	+ 0.61	+ 2	+ 0.16	+ 62
09													
2007	91	63.64	8	5.59	4	2.80	32	22.38	6	4.20	2	1.40	143
2008	95	57.93	10	6.10	5	3.05	45	27.44	7	4.27	2	1.22	164
Change	+ 4	- 5.71	+ 2	+ 0.50	+ 1	+ 0.25	+ 13	+ 5.06	+ 1	+ 0.07	0	- 0.18	+ 21
10													
2007	42	60.00	3	4.29	5	7.14	9	12.86	6	8.57	5	7.14	70
2008	37	58.73	2	3.17	4	6.35	9	14.29	6	9.52	5	7.94	63
Change	- 5	- 1.27	- 1	- 1.11	- 1	- 0.79	0	+ 1.43	0	+ 1.00	0	+ 0.79	- 7
Total													
2007	19569	30.47	7288	11.35	877	1.37	21307	33.18	14394	22.41	786	1.22	64221
2008	19989	30.51	7391	11.28	942	1.44	21673	33.08	14695	22.43	832	1.27	65522
Change	+ 420	+ 0.04	+ 103	- 0.07	+ 65	+ 0.07	+ 366	- 0.10	+ 301	+ 0.01	+ 46	+ 0.05	+1 301

TABLE IV (PAGE 1)

HUMAN RESOURCE INFORMATION SYSTEM
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS
 STATE WIDE TOTALS -- ALL AGENCIES

Run Date: 9/30/08

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		<u>TOTAL</u>
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2							2	100.00					2
2-3													
3-4													
4-5	7	77.78					1	11.11			1	11.11	9
5-6	2	100.00											2
6-7	2	100.00											2
7-8			1	100.00									1
8-9	1	50.00					1	50.00					2
9-10					1	100.00							1
10-11	1	16.67			2	33.33	3	50.00					6
11-12													
12-13	5	71.43	1	14.29			1	14.29					7
13-14		0.00	2	50.00					2	50.00			4
14-15	6	5.66	25	23.58			11	10.38	62	58.49	2	1.89	106
15-16	23	21.10	12	11.01	1	0.92	15	13.76	52	47.71	6	5.50	109
16-17	23	8.98	42	16.41	2	0.78	32	12.50	151	58.98	6	2.34	256
17-18	33	13.87	55	23.11	3	1.26	35	14.71	107	44.96	5	2.10	238
18-19	46	12.89	67	18.77	3	0.84	40	11.20	196	54.90	5	1.40	357
19-20	52	6.07	140	16.34	6	0.70	128	14.94	524	61.14	7	0.82	857
20-21	536	23.33	500	21.77	16	0.70	431	18.76	789	34.35	25	1.09	2297
21-22	128	11.93	148	13.79	8	0.75	292	27.21	487	45.39	10	0.93	1073
22-23	223	15.40	212	14.64	5	0.35	421	29.07	574	39.64	13	0.90	1448
23-24	246	17.52	201	14.32	5	0.36	419	29.84	516	36.75	17	1.21	1404
24-25	383	16.86	303	13.34	9	0.40	733	32.26	815	35.87	29	1.28	2272
25-26	281	17.29	238	14.65	17	1.05	513	31.57	554	34.09	22	1.35	1625
26-27	337	16.34	376	18.23	19	0.92	600	29.10	701	34.00	29	1.41	2062
27-28	480	19.70	471	19.33	34	1.40	571	23.44	854	35.06	26	1.07	2436
28-29	355	18.64	275	14.44	7	0.37	622	32.67	626	32.88	19	1.00	1904
29-30	322	15.88	281	13.86	14	0.69	677	33.38	720	35.50	14	0.69	2028
30-31	570	19.94	306	10.70	17	0.59	962	33.65	971	33.96	33	1.15	2859
31-32	756	28.91	461	17.63	32	1.22	722	27.61	617	23.59	27	1.03	2615
32-33	424	23.83	239	13.43	11	0.62	595	33.45	501	28.16	9	0.51	1779

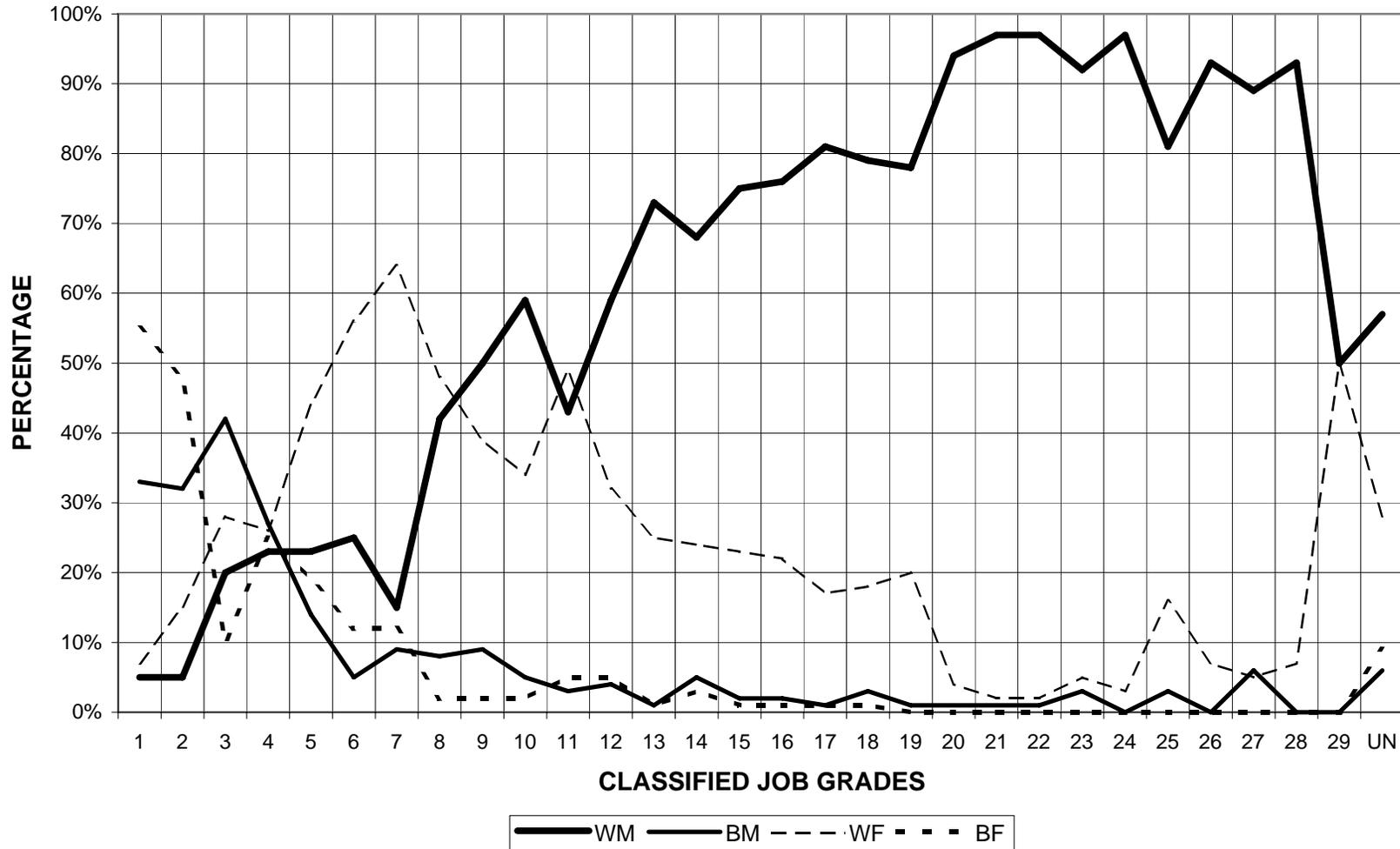
TABLE IV (PAGE 2)
HUMAN RESOURCE INFORMATION SYSTEM
EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
CLASS AND UNCLASS FULL AND PART TIME POSITIONS

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
33-34	402	24.81	223	13.77	19	1.17	592	36.54	362	22.35	22	1.36	1620
34-35	498	30.61	238	14.63	14	0.86	536	32.94	330	20.28	11	0.68	1627
35-36	420	26.60	194	12.29	10	0.63	540	34.20	403	25.52	12	0.76	1579
36-37	455	29.17	188	12.05	7	0.45	561	35.96	329	21.09	20	1.28	1560
37-38	396	30.18	160	12.20	10	0.76	483	36.81	255	19.44	8	0.61	1312
38-39	323	28.43	117	10.30	10	0.88	447	39.35	223	19.63	16	1.41	1136
39-40	404	33.11	126	10.33	11	0.90	448	36.72	221	18.11	10	0.82	1220
40-41	533	38.15	137	9.81	13	0.93	488	34.93	215	15.39	11	0.79	1397
41-42	371	35.67	106	10.19	5	0.48	377	36.25	174	16.73	7	0.67	1040
42-43	338	33.67	79	7.87	10	1.00	409	40.74	153	15.24	15	1.49	1004
43-44	327	34.57	93	9.83	9	0.95	357	37.74	151	15.96	9	0.95	946
44-45	383	34.20	126	11.25	10	0.89	430	38.39	158	14.11	13	1.16	1120
45-46	318	33.97	72	7.69	14	1.50	372	39.74	144	15.38	16	1.71	936
46-47	275	32.24	68	7.97	11	1.29	355	41.62	136	15.94	8	0.94	853
47-48	264	34.60	56	7.34	7	0.92	341	44.69	86	11.27	9	1.18	763
48-49	267	36.78	46	6.34	9	1.24	300	41.32	93	12.81	11	1.52	726
49-50	263	39.37	50	7.49	11	1.65	237	35.48	94	14.07	13	1.95	668
50 UP	8510	46.62	956	5.24	550	3.01	6573	36.01	1349	7.39	316	1.73	18254
TOTAL	19989	30.51	7391	11.28	942	1.44	21673	33.08	14695	22.43	832	1.27	65522

LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

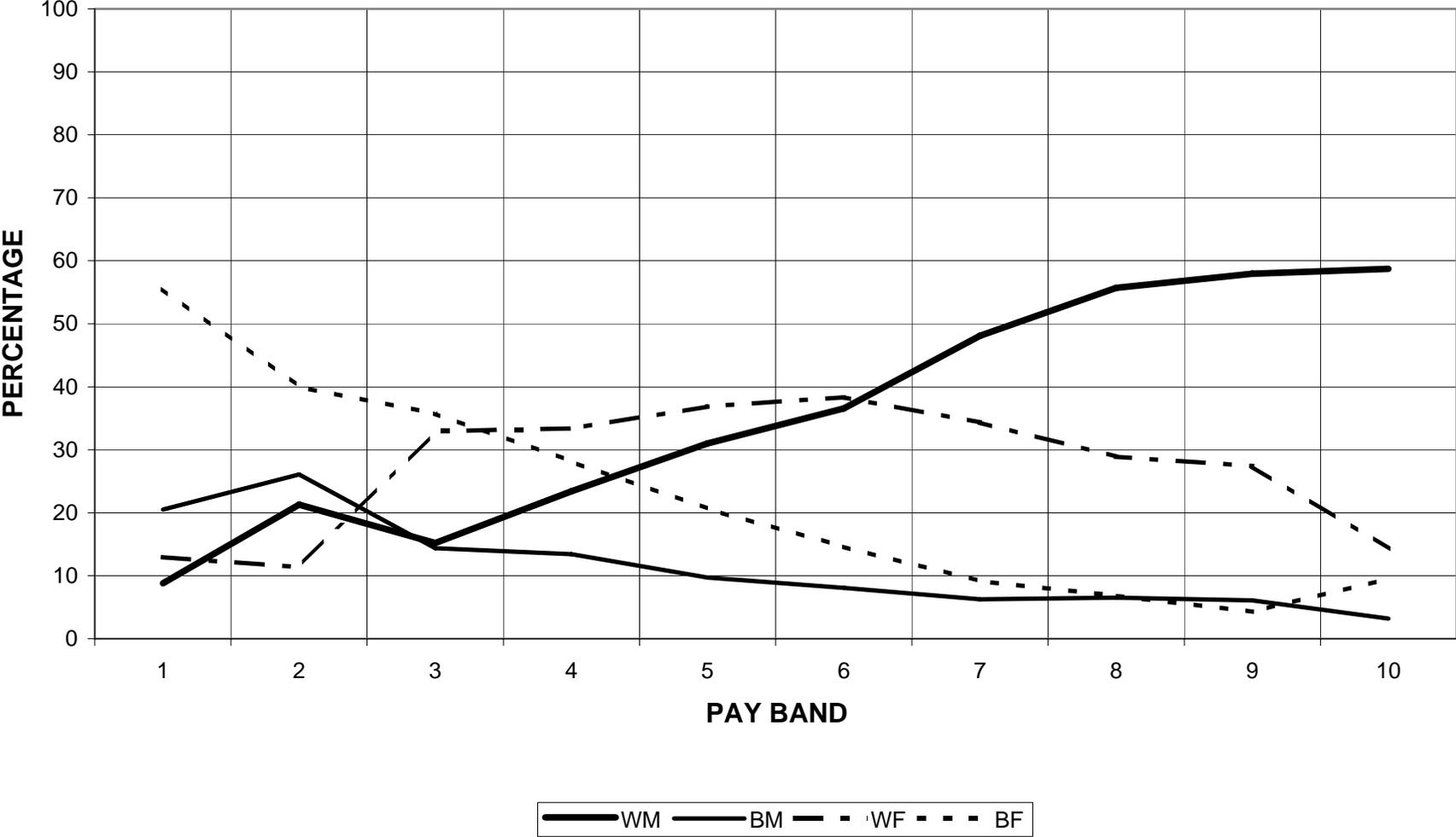
March, 1972

Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,
Provided by the South Carolina Human Affairs Commission



LINE GRAPH DEPICTING STATE EMPLOYMENT BY PAY BAND

SEPTEMBER 30, 2008



Representation by Race State Government Workforce (Chart A) and Top Three Pay Bands Workforce (Chart B)

Chart A

Percent Composition of State Government Workforce by Race

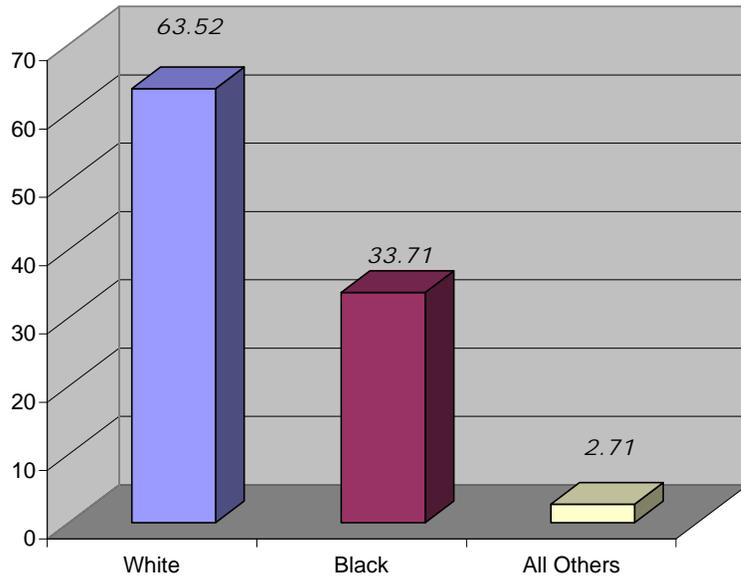
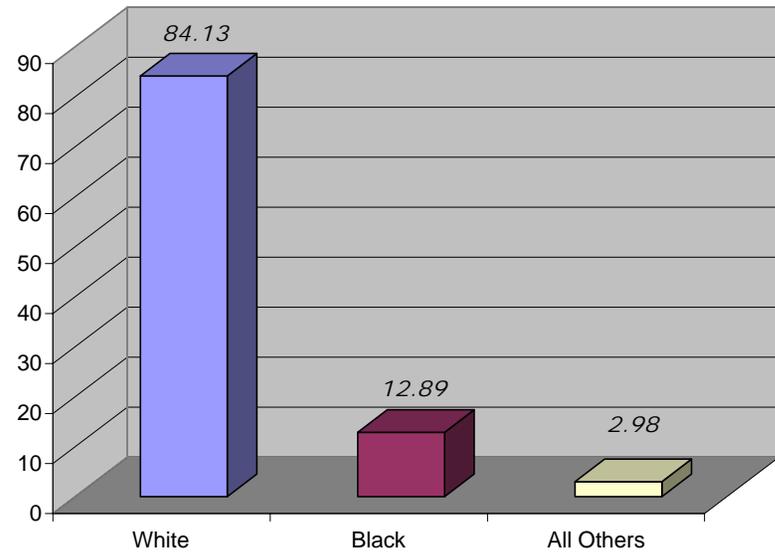


Chart B

Percent of Employee Representation in Top Three Pay Bands by Race



Note: Percentages may not add up to exactly 100% due to rounding

Representation by Gender: State Government Workforce (Chart A) and Top Three Pay Bands Workforce (Chart B)

Chart A

Percent Composition of State Government Workforce by Gender

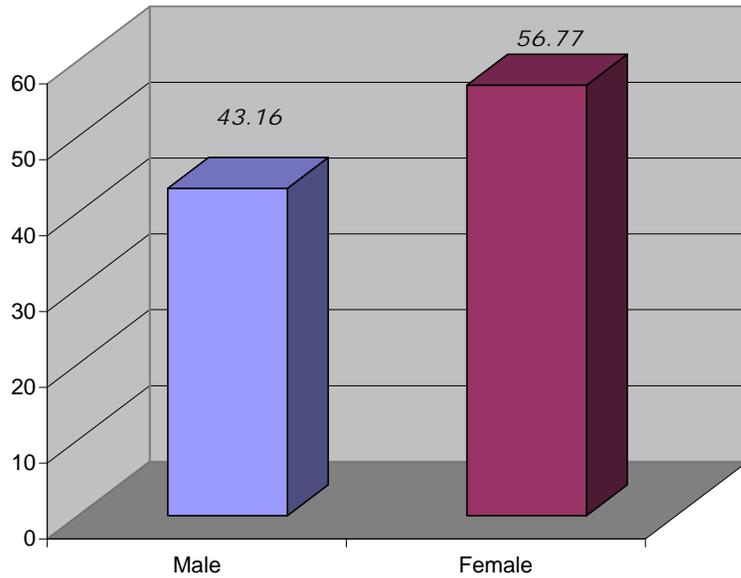
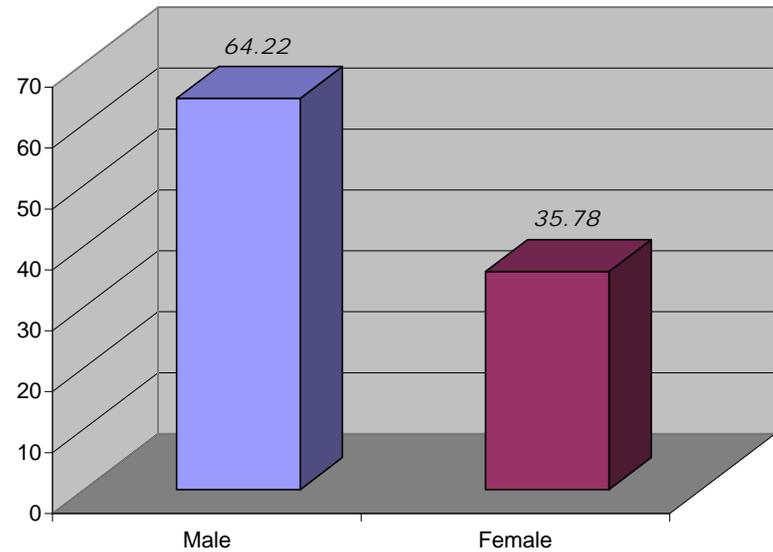


Chart B

Percent of Employee Representation in Top Three Pay Bands by Gender

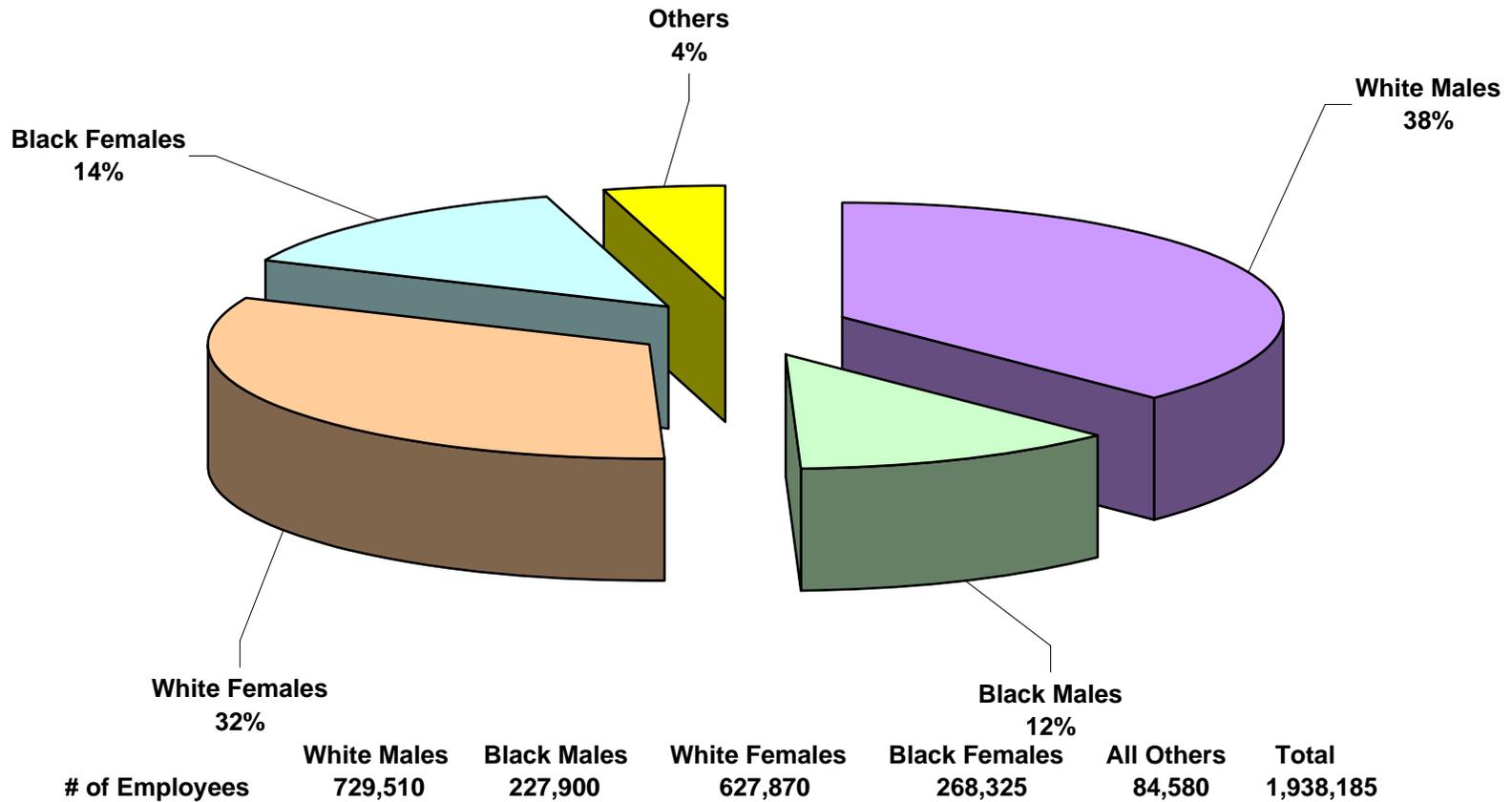


Note: Percentages may not add up to exactly 100% due to rounding

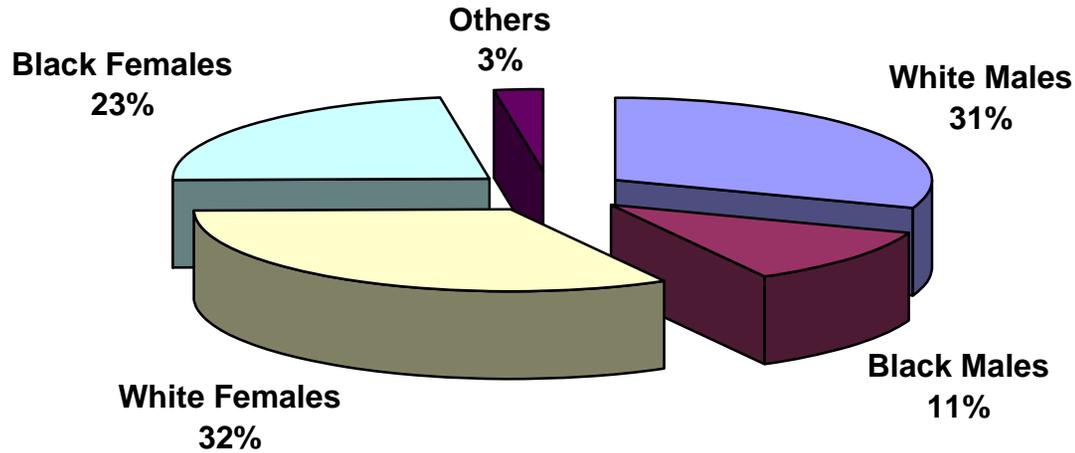
SECTION III

Race/Sex Composition of the Civilian Labor Force (CLF) in South Carolina: 2000 Census

The CLF estimates are used for comparative purposes only and are not necessarily the qualified labor pool.



**Composition of State Government Workforce by Race and Sex
September 30, 2008**



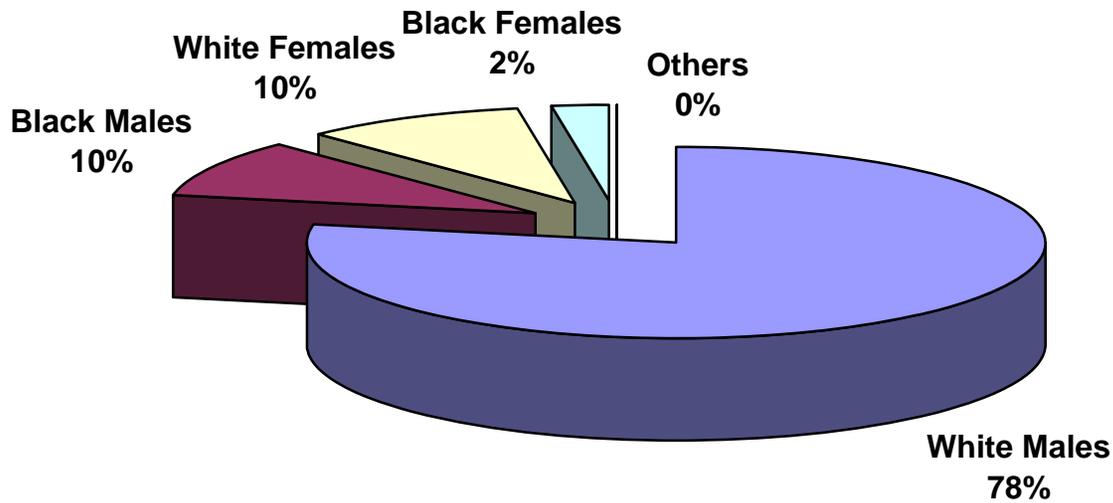
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19794	7373	21236	14635	1683	64721
Average Salary	\$51,851	\$35,207	\$43,044	\$32,269	\$53,612	\$42,391

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

HEADS OF AGENCIES INCLUDED IN THIS REPORT
September 30, 2008



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	64	8	8	2	0	82
Average Salary	\$132,066	\$123,436	\$123,841	\$109,046	\$0	\$122,097

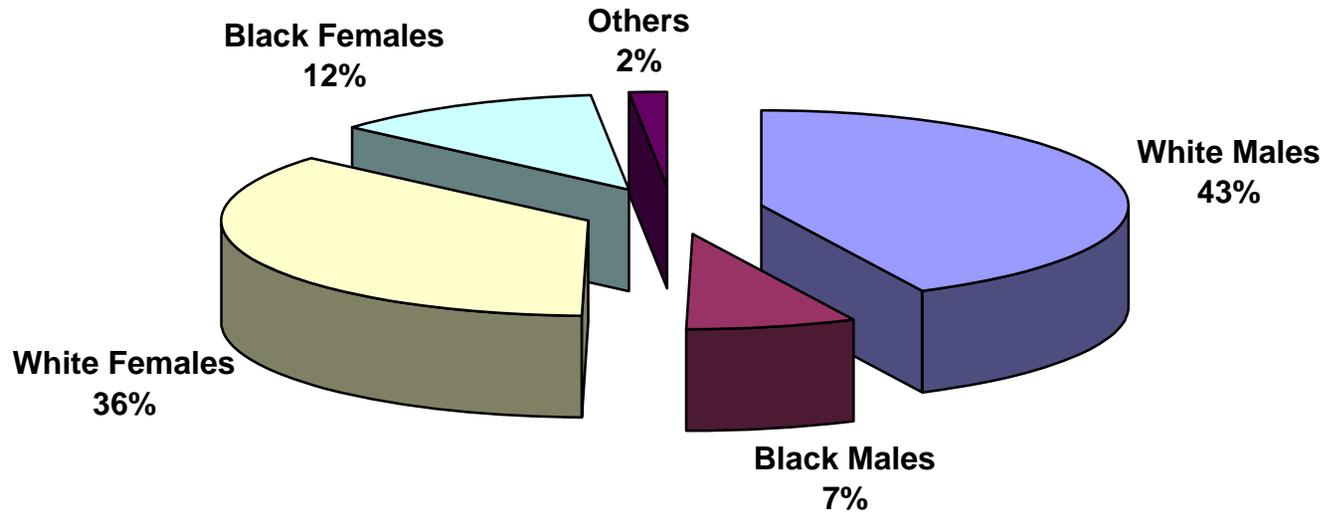
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E1: EXECUTIVES

September 30, 2008



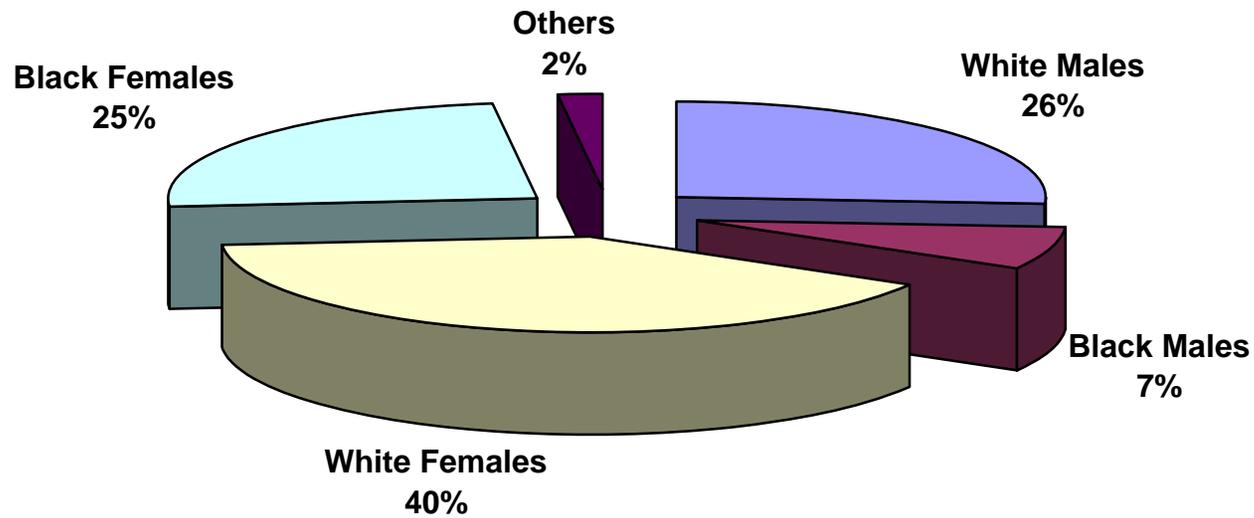
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1018	176	855	283	42	2374
Average Salary	\$77,487	\$68,510	\$69,296	\$62,783	\$78,118	\$72,022

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E2: PROFESSIONALS
September 30, 2008



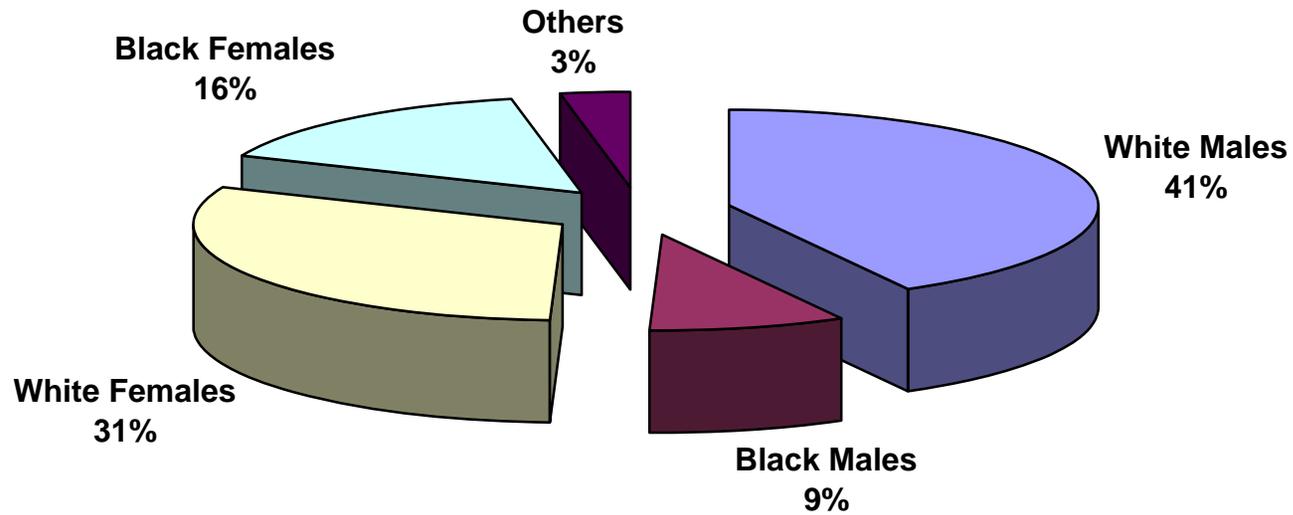
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	6141	1707	9391	5763	461	23463
Average Salary	\$51,847	\$42,239	\$44,176	\$37,493	\$50,982	\$44,406

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E3: TECHNICIANS
September 30, 2008



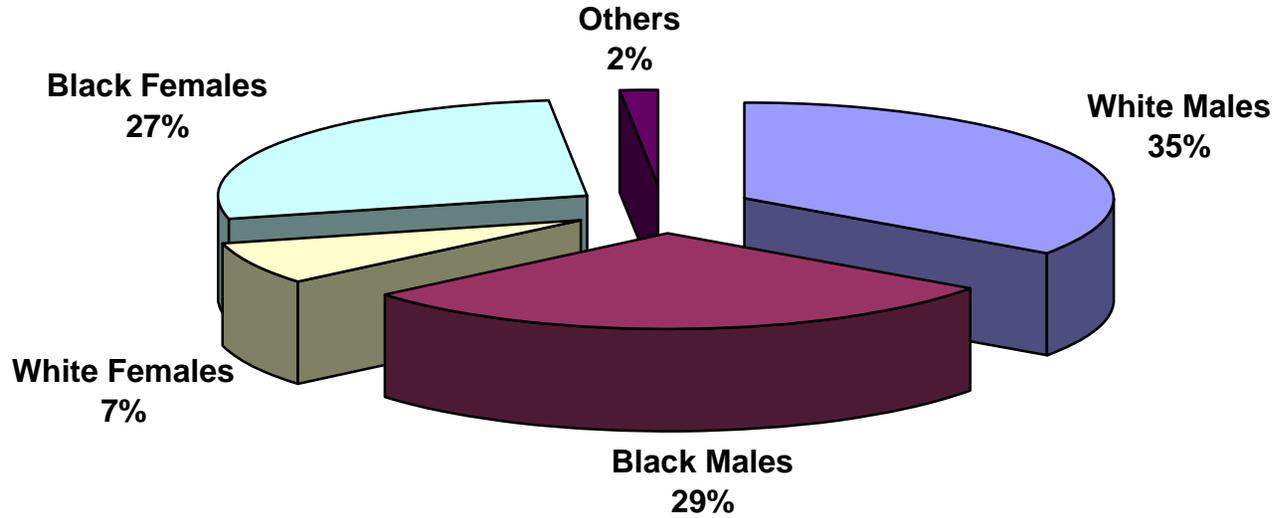
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1670	341	1225	622	122	3980
Average Salary	\$40,114	\$37,581	\$37,351	\$32,899	\$41,463	\$37,849

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2008



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2326	1962	475	1838	110	6711
Average Salary	\$33,841	\$30,829	\$31,451	\$28,866	\$30,739	\$31,389

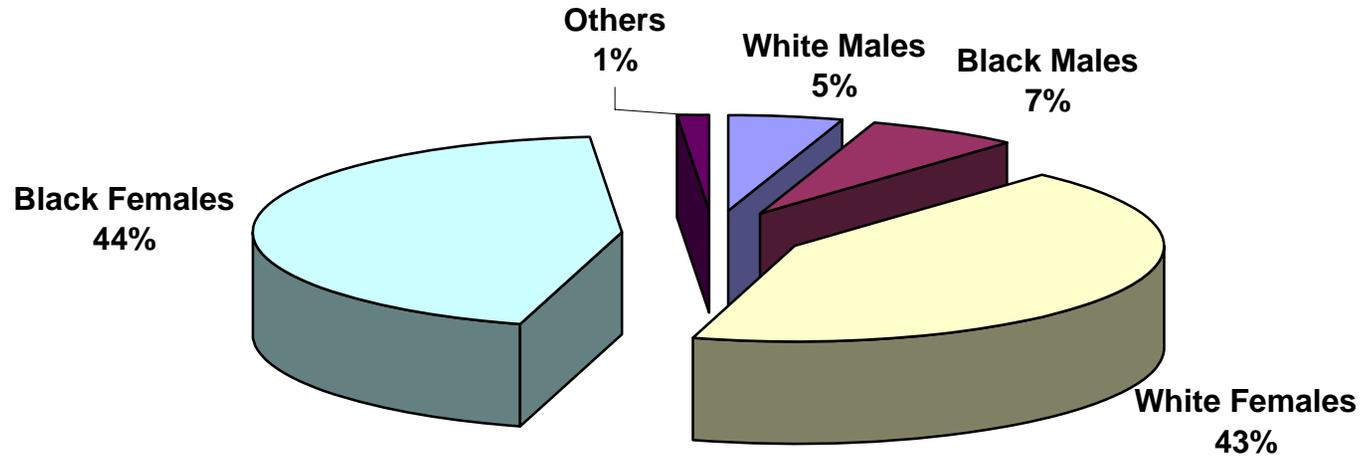
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E5: PARAPROFESSIONALS

September 30, 2008



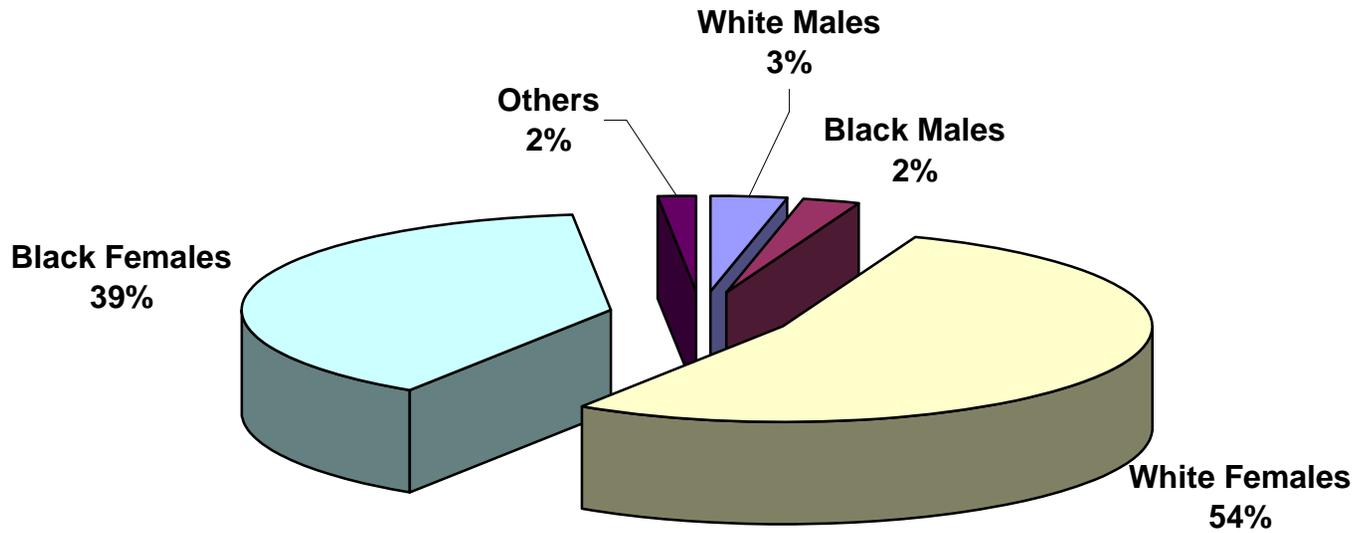
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	305	414	2631	2712	80	6142
Average Salary	\$28,216	\$23,571	\$30,830	\$24,990	\$26,591	\$27,590

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E6: SECRETARIAL/CLERICAL
September 30, 2008



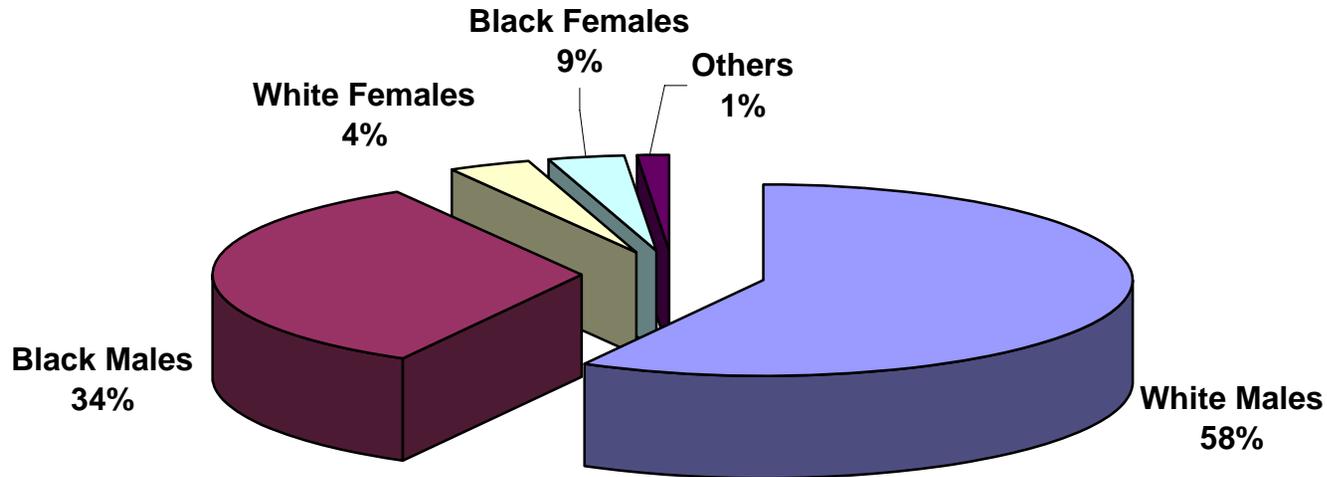
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	168	124	2647	1955	85	4979
Average Salary	\$25,507	\$24,919	\$25,680	\$24,874	\$24,340	\$25,333

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E7: SKILLED CRAFT
September 30, 2008



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2833	1651	173	164	64	4885
Average Salary	\$31,790	\$28,823	\$27,366	\$25,910	\$30,014	\$30,415

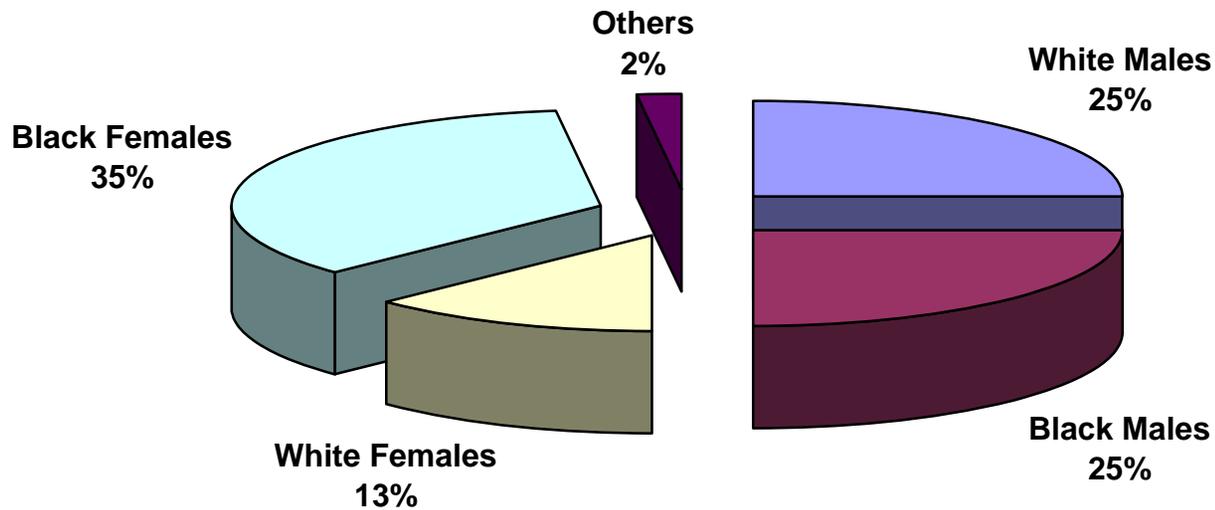
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

E8: SERVICE MAINTENANCE

September 30, 2008



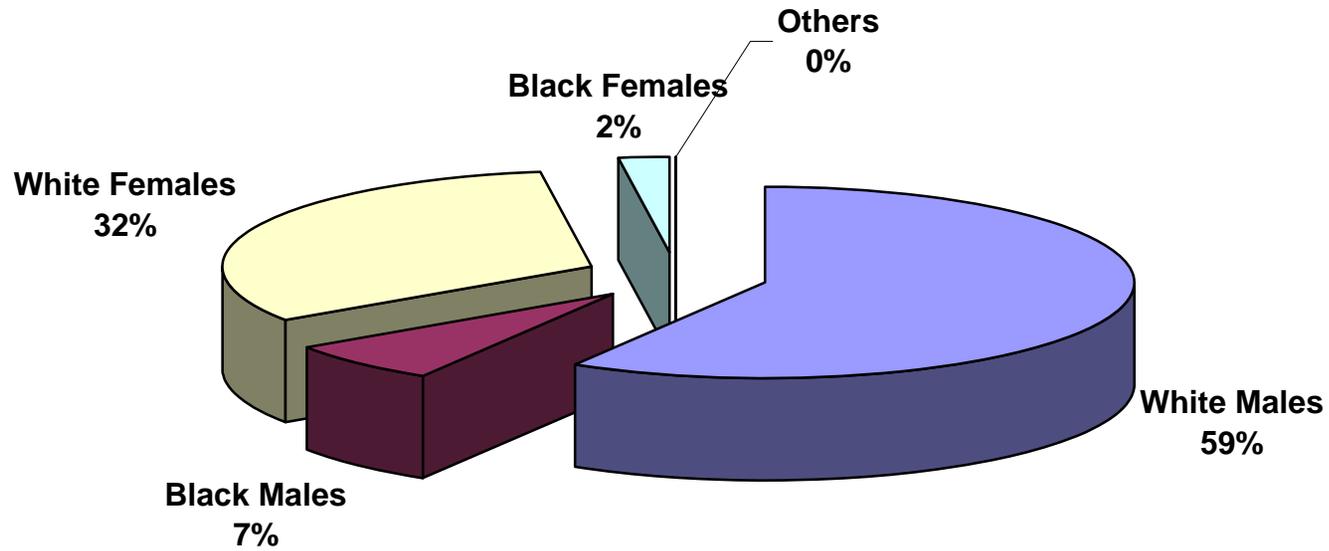
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	585	584	297	827	43	2336
Average Salary	\$28,905	\$23,750	\$24,193	\$20,642	\$23,423	\$24,002

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C1: EXECUTIVE (NON-ACADEMIC)
September 30, 2008



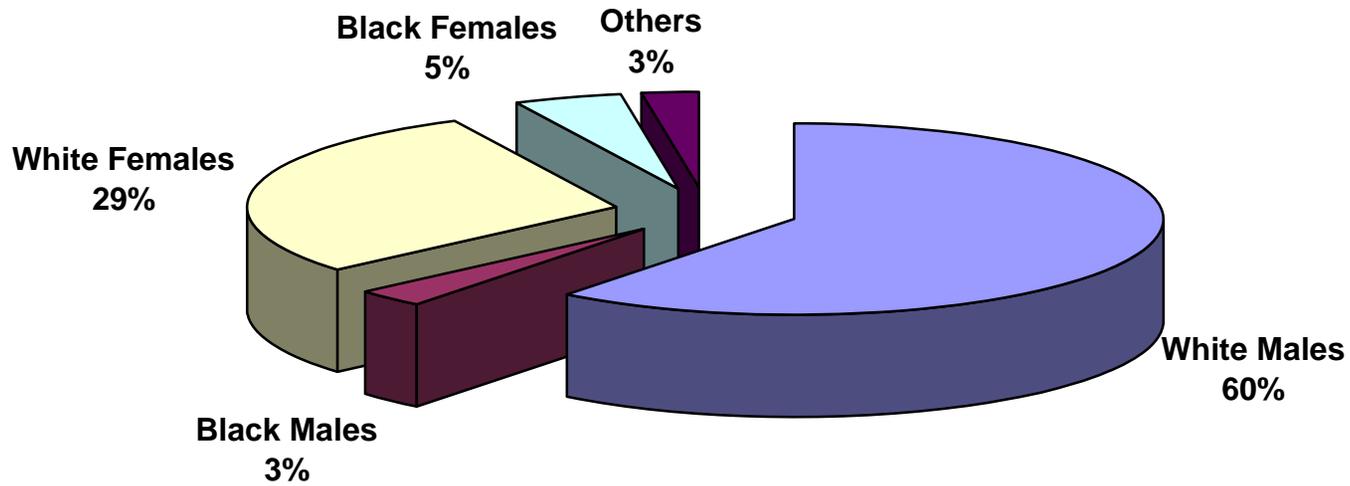
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	51	6	28	2	0	87
Average Salary	\$152,484	\$126,817	\$113,206	\$107,203	\$0	\$137,031

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C2: EXECUTIVE (ACADEMIC)
September 30, 2008



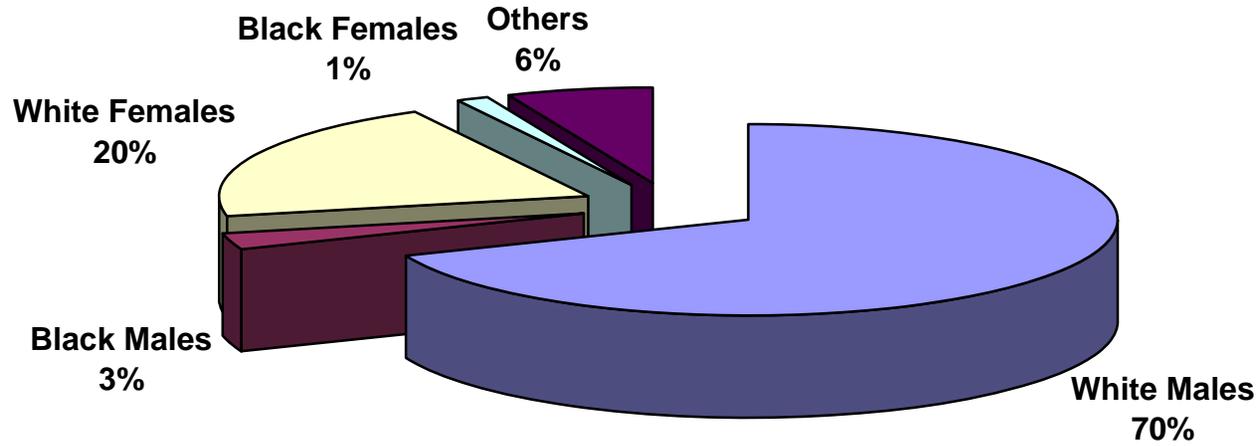
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	324	16	155	25	14	534
Average Salary	\$120,239	\$100,691	\$99,780	\$72,910	\$125,331	\$111,264

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C3: PROFESSORS
September 30, 2008



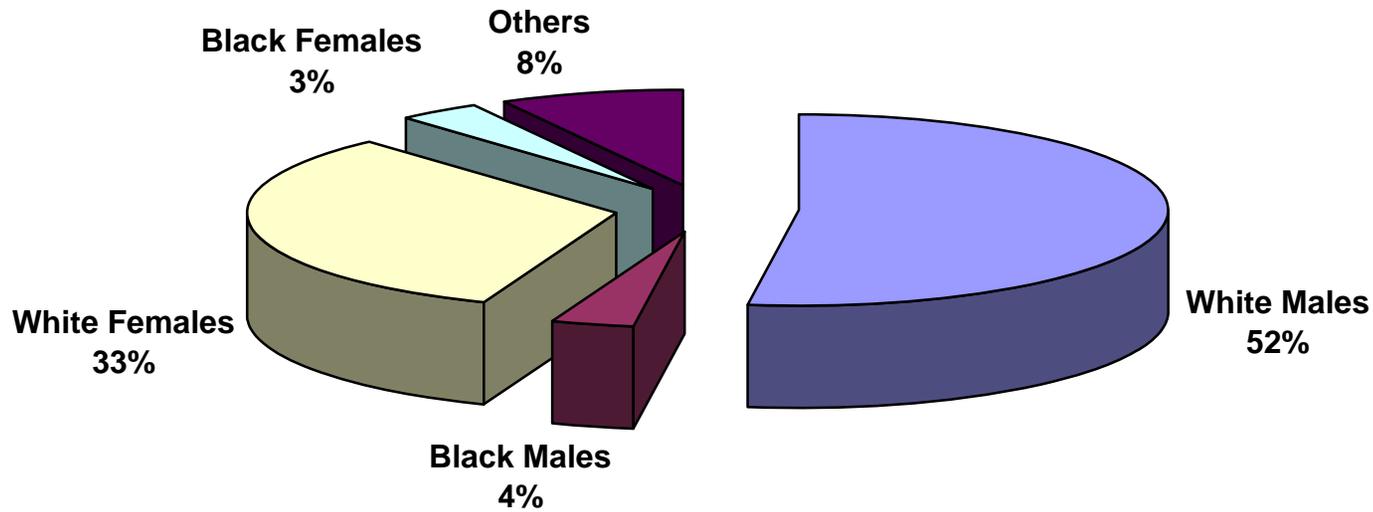
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	918	37	273	19	85	1332
Average Salary	\$103,627	\$85,844	\$94,889	\$92,108	\$109,760	\$101,011

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2008



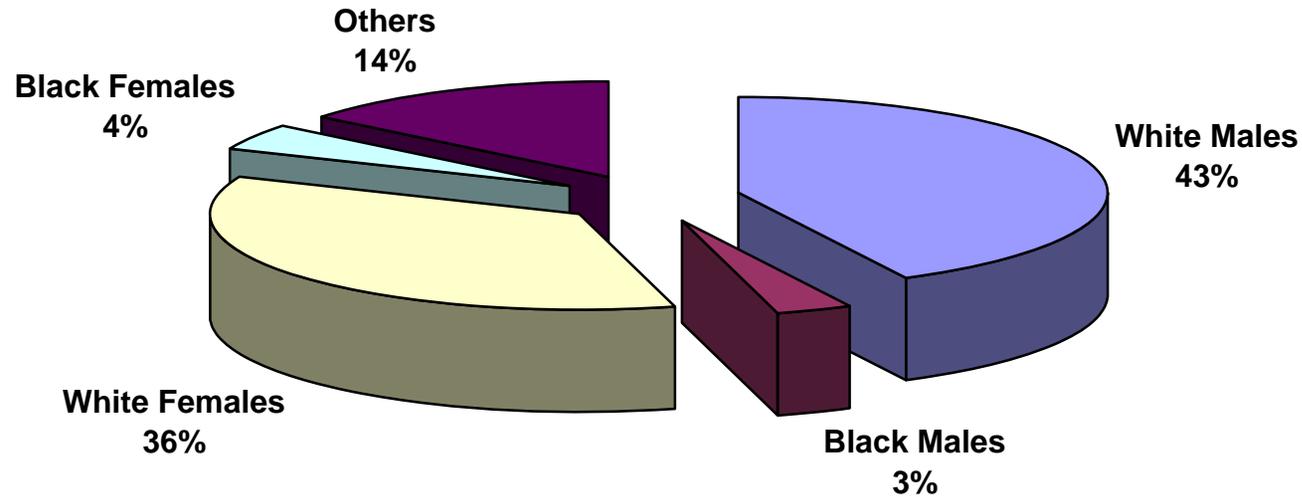
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	701	47	436	46	109	1339
Average Salary	\$74,378	\$73,213	\$70,930	\$71,313	\$74,933	\$72,997

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C5: ASSISTANT PROFESSORS
September 30, 2008



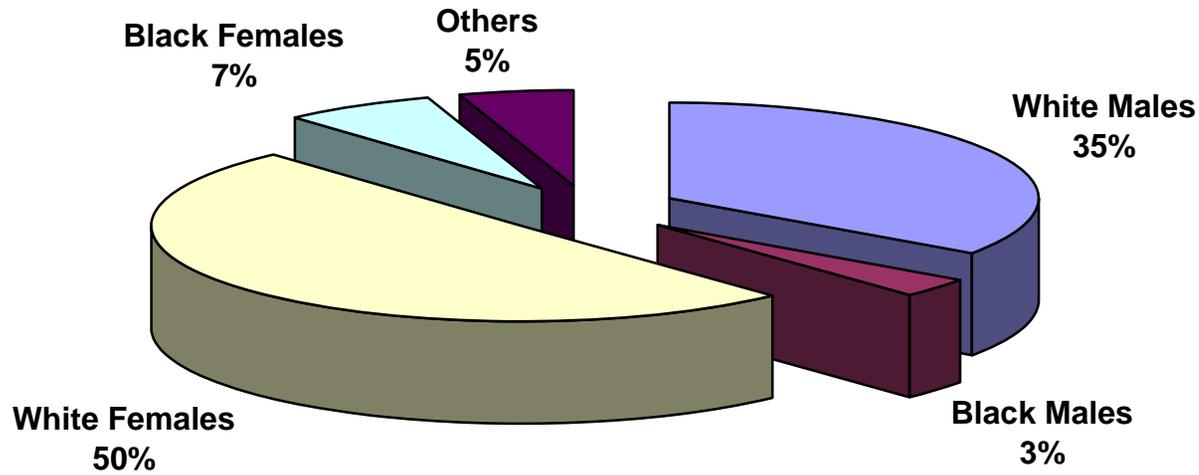
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	826	63	693	85	278	1945
Average Salary	\$61,615	\$61,706	\$56,901	\$58,318	\$65,327	\$59,490

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C6: INSTRUCTORS
September 30, 2008



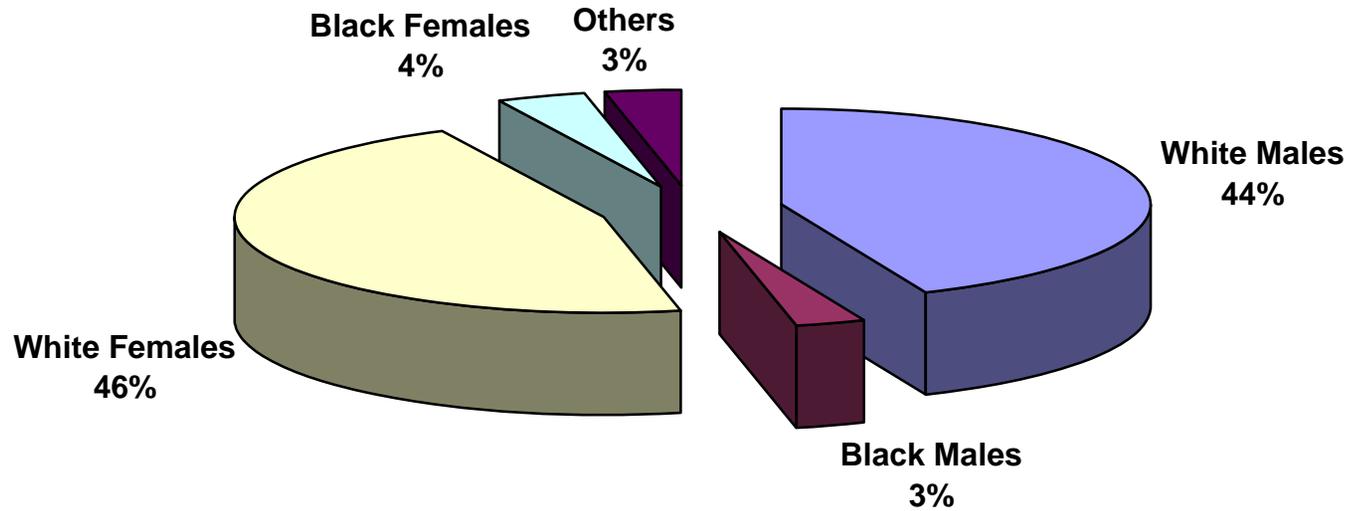
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	339	32	492	65	50	978
Average Salary	\$47,568	\$43,874	\$48,175	\$47,916	\$50,968	\$47,787

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C7: LECTURERS
September 30, 2008



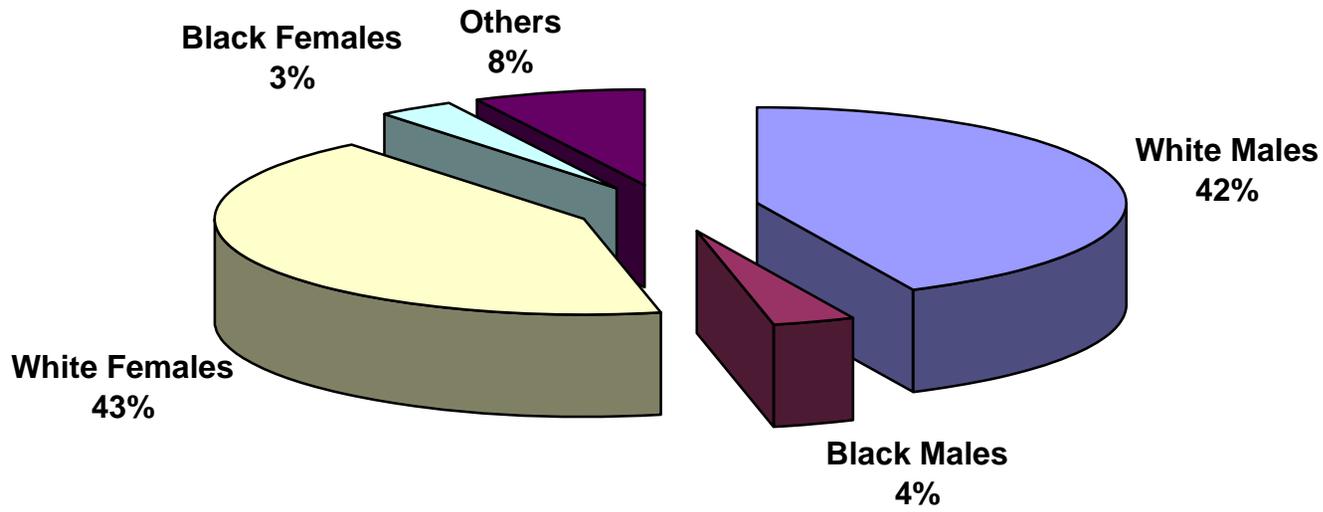
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	196	14	208	17	15	450
Average Salary	\$63,969	\$66,554	\$54,021	\$52,812	\$48,859	\$58,859

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

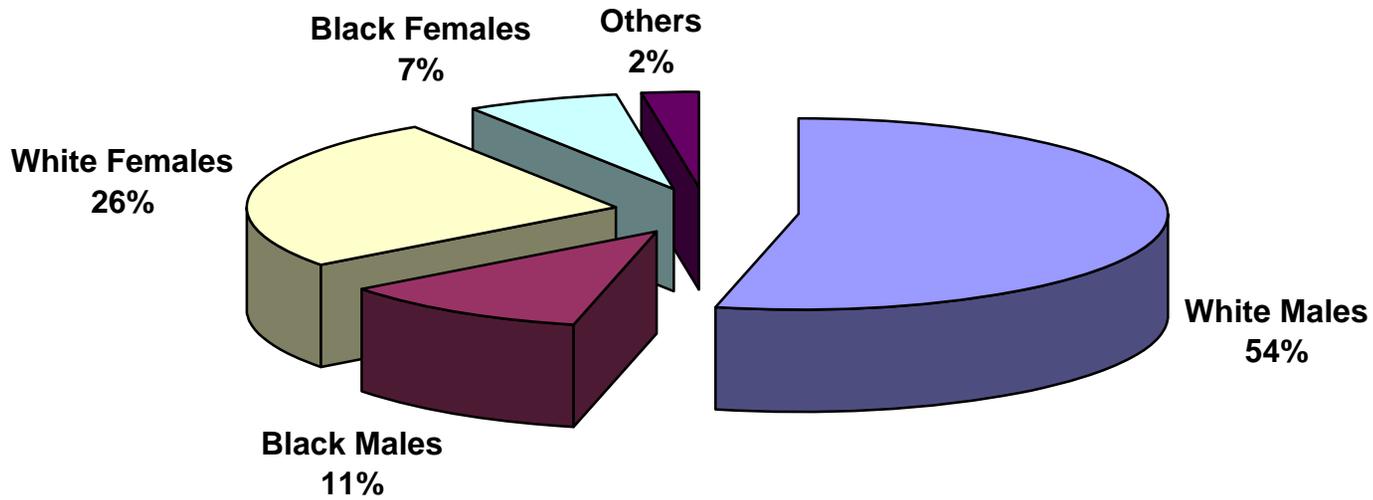
C8: OTHER (ACADEMIC)
 September 30, 2008



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	269	22	267	20	47	625
Average Salary	\$75,986	\$72,348	\$63,278	\$59,926	\$71,902	\$69,421

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

C9: OTHER (NON-ACADEMIC)
September 30, 2008



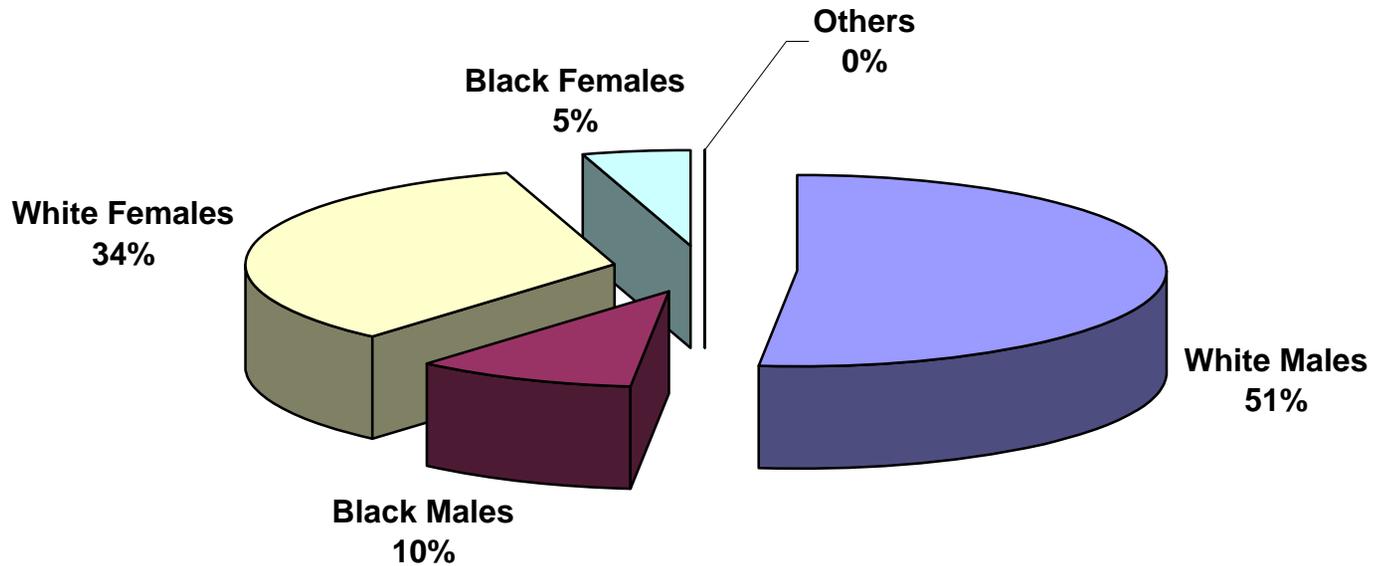
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	456	94	222	57	21	850
Average Salary	\$70,587	\$67,838	\$59,429	\$57,324	\$53,826	\$66,376

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

T1: EXECUTIVES (NON ACADEMIC)
September 30, 2008



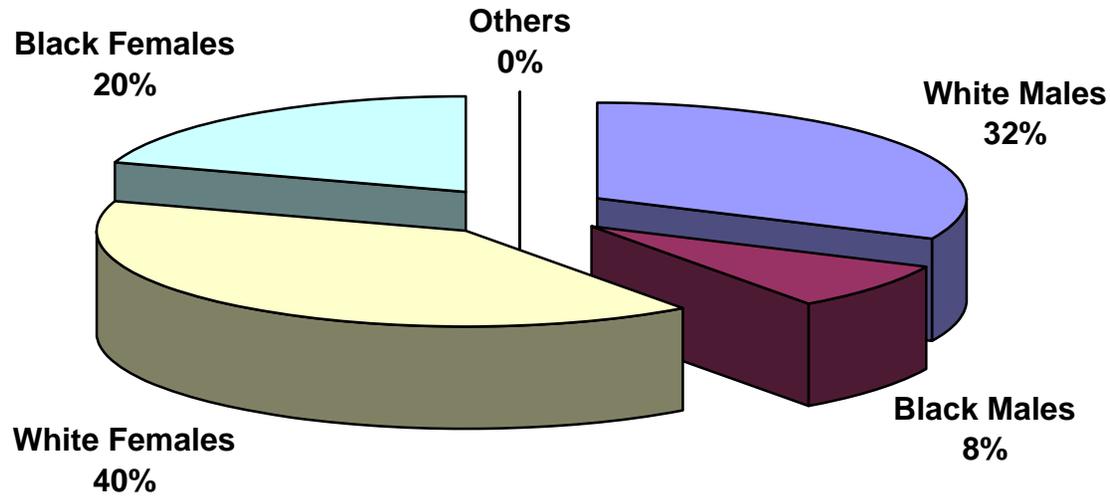
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	32	6	21	3	0	62
Average Salary	\$124,229	\$121,459	\$118,259	\$112,615	\$0	\$121,377

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

T2: EXECUTIVES (ACADEMIC)
September 30, 2008



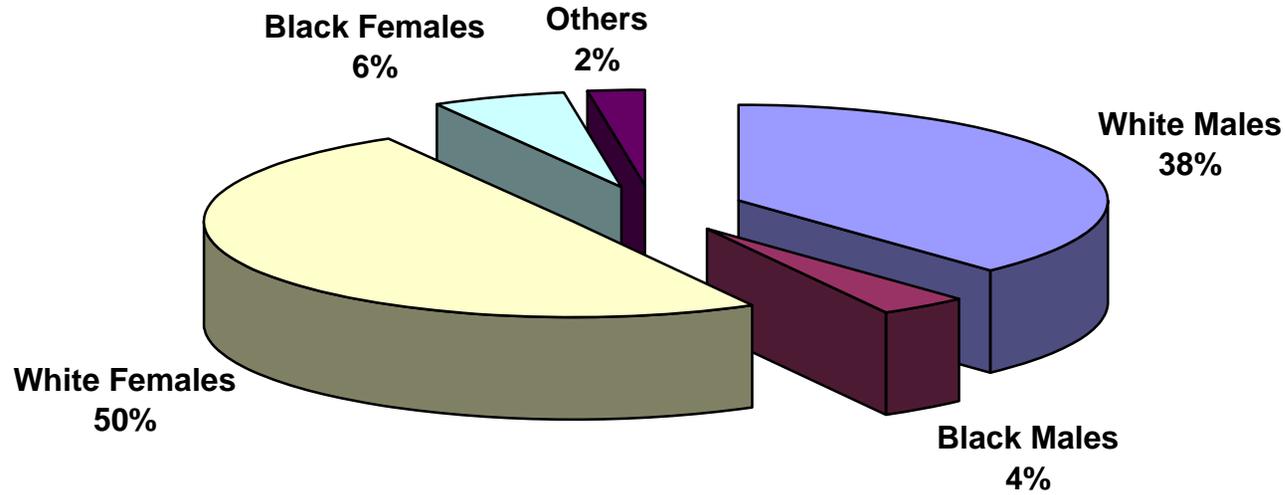
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	8	2	10	5	0	25
Average Salary	\$82,956	\$70,220	\$86,709	\$83,026	\$0	\$83,452

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2008



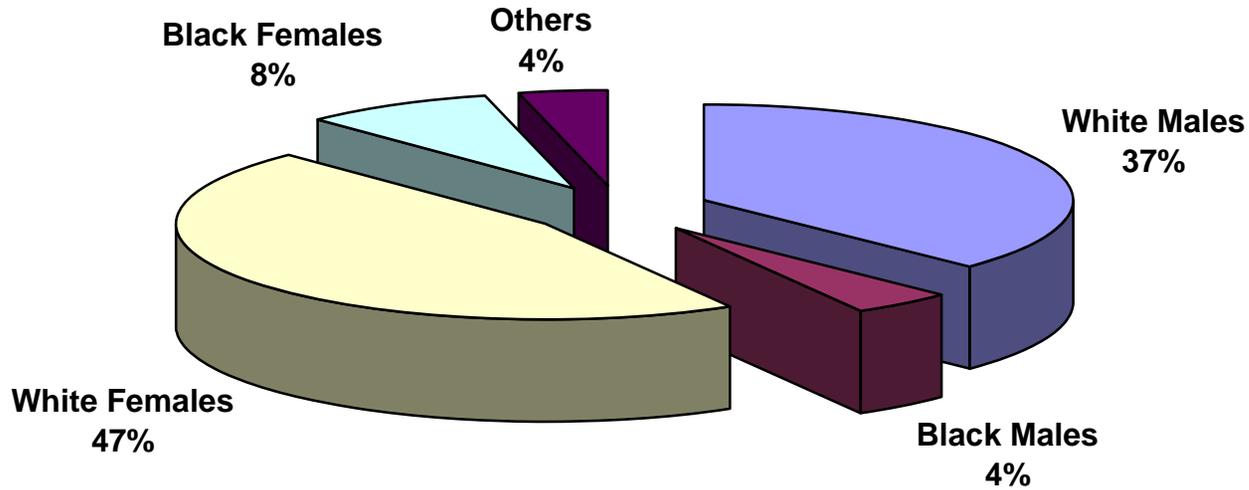
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	95	10	124	15	6	250
Average Salary	\$51,546	\$44,669	\$49,778	\$44,946	\$51,663	\$49,960

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

T4: FACULTY/TEACHING
September 30, 2008



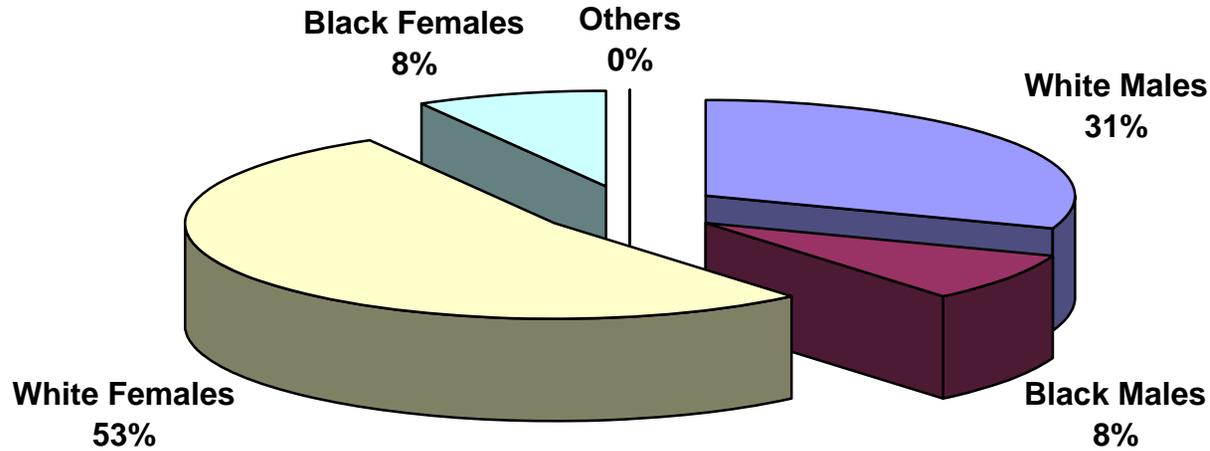
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	472	55	583	104	50	1264
Average Salary	\$45,572	\$43,116	\$45,429	\$43,959	\$45,259	\$45,254

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

T5: FACULTY/NON-TEACHING
September 30, 2008



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	11	3	19	3	0	36
Average Salary	\$72,181	\$68,815	\$72,392	\$59,433	\$0	\$70,950

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/08 except in the "Other" category, where 06/30/08 was the latest date available

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

Chart A: Percentage Level of Goal Attainment Ranked from Highest to Lowest

Chart B: Percentage Level of Goal Attainment Ranked by Alphabetical Order

Chart C: Percentage Level of Goal Attainment Ranked by Agency Size (15 - 100)

Chart D: Percentage Level of Goal Attainment Ranked by Agency Size (101 - 500)

Chart E: Percentage Level of Goal Attainment Ranked by Agency Size (501 and 1000)

Chart F: Percentage Level of Goal Attainment Ranked by Agency Size (1001 and up)

Chart G: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Colleges and Universities

Chart H: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Technical Colleges

Additionally, the levels of goal attainment have been noted on the bottom of each agency's chart in Section VI.

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

Step 1: Add together all percentage figures in Section 6 of the agency charts. Wherever a 0* appears, it is not included in the calculation and counts neither for nor against the agency.

Step 2: Count the number of times the word "YES" appears in section 6 and multiply by 100. Add the answer to the total from Step 1

Step 3: Divide the total from Step 2 by the total number of values (percentages and "Yeses") in section 6.

This is the percentage of goals achieved.

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	HIGHER EDUCATION, COMMISSION ON	100.0	21	32	FINANCIAL INSTITUTIONS, BOARD OF	89.1	31
1	LIEUTENANT GOVERNOR'S OFFICE	100.0	39	33	MOTOR VEHICLES, DEPARTMENT OF	88.8	1275
1	SECRETARY OF STATE	100.0	27	34	SOCIAL SERVICES, DEPARTMENT OF	88.7	1101
2	WORKERS' COMPENSATION COMMISSION	99.8	52	35	USC - UPSTATE	88.6	505
3	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	98.2	1833	36	PUBLIC SERVICE COMMISSION	88.0	31
4	MIDLANDS TECHNICAL COLLEGE	97.5	575	37	NATURAL RESOURCES, DEPARTMENT OF	87.5	743
5	CONSUMER AFFAIRS, DEPARTMENT OF	97.0	62	38	WINTHROP UNIVERSITY	87.3	847
6	INSURANCE, DEPARTMENT OF	96.8	82	39	ELECTION COMMISSION, STATE	87.2	18
7	AIKEN TECHNICAL COLLEGE	96.6	146	39	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.2	304
8	GREENVILLE TECHNICAL COLLEGE	96.5	694	40	HEALTH AND ENVIRONMENTAL CONTROL (DHEC)	87.1	4114
8	REVENUE, DEPARTMENT OF	96.5	638	41	JUVENILE JUSTICE, DEPARTMENT OF	87.0	1612
9	EDUCATIONAL TELEVISION COMMISSION	96.1	216	42	CORRECTIONS, DEPARTMENT OF	86.8	5853
10	ARTS COMMISSION	96.0	26	42	MENTAL HEALTH, DEPARTMENT OF	86.8	4667
11	ACCIDENT FUND, STATE	95.7	75	43	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	86.6	5423
12	COMMERCE, DEPARTMENT OF	95.3	124	44	LOW COUNTRY, TECHNICAL COLLEGE OF THE	86.5	144
13	COMPTROLLER GENERAL	95.1	48	45	LABOR, LICENSING, & REGULATIONS	86.3	381
14	SPARTANBURG COMMUNITY COLLEGE	94.7	293	46	MUSEUM, STATE	85.7	35
15	SOUTH CAROLINA EDUCATION LOTTERY	94.3	146	47	VOCATIONAL REHABILITATION DEPARTMENT	85.6	1082
16	GOVERNOR'S OFFICE	94.2	213	48	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	85.3	184
17	ALCOHOL & OTHER DRUG ABUSE SERVICES	94.0	25	49	BLIND, COMMISSION FOR THE	85.1	112
17	TREASURER, STATE	94.0	62	50	LIBRARY, STATE	84.8	40
17	TRIDENT TECHNICAL COLLEGE	94.0	654	51	EDUCATION, DEPARTMENT OF	84.5	968
18	CRIMINAL JUSTICE ACADEMY	93.9	108	52	OPPORTUNITY SCHOOL, WIL LOU GRAY	84.4	62
19	USC - BEAUFORT CAMPUS	93.8	131	53	FRANCIS MARION UNIVERSITY	84.3	487
20	PIEDMONT TECHNICAL COLLEGE	93.4	272	54	ARCHIVES AND HISTORY, DEPARTMENT OF	83.9	62
21	BUDGET AND CONTROL BOARD	93.1	1096	55	LAW ENFORCEMENT DIVISION, STATE (SLED)	83.5	597
22	TECHNICAL AND COMPREHENSIVE EDUCATION BOARD	93.0	102	56	UNIVERSITY OF SOUTH CAROLINA (USC) - ALL	83.2	5996
23	CENTRAL CAROLINA TECHNICAL COLLEGE	92.9	190	57	NORTHEASTERN TECHNICAL COLLEGE	83.0	85
24	TRANSPORTATION, DEPARTMENT OF	92.6	5065	58	USC - REGIONAL CAMPUSES	82.5	301
25	DEAF & BLIND, SCHOOL FOR THE	91.8	381	59	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MUSC)	81.7	3072
26	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	91.7	1109	60	AGRICULTURE, DEPARTMENT OF	81.5	135
27	TRI-COUNTY TECHNICAL COLLEGE	91.6	302	61	YORK TECHNICAL COLLEGE	81.2	303
28	GOVERNOR'S SCHOOL FOR THE ARTS & HUMANITIES	91.4	84	62	CLEMSON UNIVERSITY	80.9	4034
29	EMPLOYMENT SECURITY COMMISSION	91.3	878	63	DENMARK TECHNICAL COLLEGE	80.7	124
30	USC - AIKEN CAMPUS	90.6	363	64	FLORENCE-DARLINGTON TECHNICAL COLLEGE	80.0	238
31	SECOND INJURY FUND	89.5	20	65	USC - COLUMBIA CAMPUS	78.4	4696

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
66	REGULATORY STAFF, OFFICE OF	78.1	64
67	WILLIAMSBURG TECHNICAL COLLEGE	77.9	67
68	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	77.2	34
69	PROBATION, PAROLE AND PARDON	77.0	735
70	DISABILITIES AND SPECIAL NEEDS (STATEWIDE)	76.9	2139
71	PORTS AUTHORITY, STATE	76.0	558
72	PUBLIC SAFETY, DEPARTMENT OF	75.3	1493
73	PARKS, RECREATION, & TOURISM, DEPARTMENT OF	75.0	456
74	JOHN DE LA HOWE	74.6	113
75	INDIGENT DEFENSE, COMMISSION ON	74.4	52
76	AUDITOR, STATE	74.3	49
76	DISABILITIES AND SPECIAL NEEDS (WHITTEN, COASTAL, AND PEE DEE)	74.3	1508
77	COLLEGE OF CHARLESTON	73.7	1320
78	COASTAL CAROLINA UNIVERSITY	73.2	863
79	SOUTH CAROLINA STATE UNIVERSITY	72.4	710
80	FORESTRY COMMISSION	69.5	378
81	ADJUTANT GENERAL'S OFFICE	68.3	133
82	PATRIOT'S POINT	66.8	70
83	DISABILITIES AND SPECIAL NEEDS (CENTRAL OFFICE AND MIDLANDS)	66.4	596
84	CITADEL, THE	65.5	651
85	LANDER UNIVERSITY	61.8	343

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
11	ACCIDENT FUND, STATE	95.7	75	40	HEALTH AND ENVIRONMENTAL CONTROL	87.1	4114
81	ADJUTANT GENERAL	68.3	378	26	HEALTH AND HUMAN SERVICES, DEPT OF	91.7	1109
60	AGRICULTURE, DEPARTMENT OF	81.5	135	1	HIGHER EDUCATION, COMMISSION ON	100.0	21
7	AIKEN TECHNICAL COLLEGE	96.6	146	39	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.2	304
17	ALCOHOL & OTHER DRUG ABUSE SVCS	94.0	25	74	INDIGENT DEFENSE, COMMISSION ON	74.4	52
54	ARCHIVES AND HISTORY, DEPT OF	83.9	62	6	INSURANCE, DEPARTMENT OF	96.8	82
10	ARTS COMMISSION	96.0	26	73	JOHN DE LA HOWE	74.6	113
75	AUDITOR, STATE	74.3	49	41	JUVENILE JUSTICE, DEPARTMENT OF	87.0	1612
49	BLIND, COMMISSION FOR THE	85.1	112	45	LABOR, LICENSING, & REGULATIONS	86.3	381
21	BUDGET AND CONTROL BOARD, STATE	93.1	1096	85	LANDER UNIVERSITY	65.5	651
23	CENTRAL CAROLINA TECHNICAL COLLEGE	92.9	190	55	LAW ENFORCEMENT DIVISION, STATE (SLED)	83.5	597
84	CITADEL, THE	65.5	651	50	LIBRARY, STATE	84.8	40
62	CLEMSON UNIVERSITY	80.9	4034	1	LIEUTENANT GOVERNOR'S OFFICE	100.0	39
77	COASTAL CAROLINA UNIVERSITY	73.2	863	43	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	86.6	5423
76	COLLEGE OF CHARLESTON	73.7	1320	59	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.7	3072
12	COMMERCE, DEPARTMENT OF	95.3	124	42	MENTAL HEALTH, DEPARTMENT OF	86.8	4667
13	COMPTROLLER GENERAL	95.1	48	4	MIDLANDS TECHNICAL COLLEGE	97.5	575
5	CONSUMER AFFAIRS, DEPARTMENT OF	97.0	62	33	MOTOR VEHICLES, DEPARTMENT OF	88.8	1275
42	CORRECTIONS, DEPARTMENT OF	86.8	5853	46	MUSEUM COMMISSION	85.7	35
19	CRIMINAL JUSTICE ACADEMY	93.5	108	37	NATURAL RESOURCES, DEPARTMENT OF	87.5	743
25	DEAF & BLIND, SCHOOL FOR THE	91.8	318	57	NORTHEASTERN TECHNICAL COLLEGE	83.0	85
63	DENMARK TECHNICAL COLLEGE	80.7	124	52	OPPORTUNITY SCHOOL, WIL LOU GRAY	84.4	62
83	DISABILITIES & SPECIAL NEEDS (CENTRAL)	66.4	596	48	ORANGEBURG-CALHOUN TECH	85.3	184
75	DISABILITIES & SPECIAL NEEDS (WHITTEN)	74.3	1508	72	PARKS, RECREATION, & TOURISM, DEPT OF	75.0	558
70	DISABILITIES & SPECIAL NEEDS (TOTAL)	76.9	2139	82	PATRIOT'S POINT	66.8	70
51	EDUCATION, STATE DEPARTMENT OF	84.5	968	20	PIEDMONT TECHNICAL COLLEGE	93.4	272
9	EDUCATIONAL TELEVISION COMMISSION	96.1	216	71	PORTS AUTHORITY, STATE	76.0	558
39	ELECTION COMMISSION, STATE	87.2	18	69	PROBATION, PAROLE AND PARDON	77.0	735
29	EMPLOYMENT SECURITY COMMISSION	91.3	878	78	PUBLIC SAFETY, DEPARTMENT OF	73.0	1493
32	FINANCIAL INSTITUTIONS, BOARD OF	89.1	31	36	PUBLIC SERVICE COMMISSION	88.0	31
64	FLORENCE-DARLINGTON TECH	80.0	238	66	REGULATORY STAFF, OFFICE OF	78.1	64
80	FORESTRY COMMISSION	69.5	378	8	REVENUE, DEPARTMENT OF	96.5	638
53	FRANCIS MARION UNIVERSITY	84.3	487	3	SANTEE COOPER	98.2	1833
16	GOVERNOR'S OFFICE	94.0	213	31	SECOND INJURY FUND	89.5	20
68	GOVERNOR'S SCHOOL FOR SCIENCE	77.2	34	1	SECRETARY OF STATE	100.0	27
28	GOVERNOR'S SCHOOL FOR THE ARTS	91.4	84	34	SOCIAL SERVICES, DEPARTMENT OF	88.6	1101
8	GREENVILLE TECHNICAL COLLEGE	96.5	694	15	SOUTH CAROLINA EDUCATION LOTTERY	94.3	146

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
79	SOUTH CAROLINA STATE UNIVERSITY	72.4	710
14	SPARTANBURG COMMUNITY COLLEGE	94.7	293
22	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	93	102
44	TECHNICAL COLLEGE OF THE LOW COUNTRY	85.7	35
24	TRANSPORTATION, DEPARTMENT OF	92.6	5065
17	TREASURER, STATE	94	62
27	TRI-COUNTY TECHNICAL COLLEGE	91.6	302
17	TRIDENT TECHNICAL COLLEGE	94	654
56	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYSTEM	83.2	5996
30	USC - AIKEN CAMPUS	90.6	363
18	USC - BEAUFORT CAMPUS	93.8	131
65	USC - COLUMBIA CAMPUS	78.4	4696
58	USC - REGIONAL CAMPUSES	82.5	301
35	USC - UPSTATE	88.6	505
47	VOCATIONAL REHABILITATION DEPARTMENT	85.6	1082
67	WILLIAMSBURG TECHNICAL COLLEGE	77.9	67
38	WINTHROP UNIVERSITY	87.3	847
2	WORKER'S COMPENSATION	99.8	52
61	YORK TECHNICAL COLLEGE	81.2	303

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart C: Agency Size (Highest to Lowest)

15 - 100

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	HIGHER EDUCATION, COMMISSION ON	100.0	21
1	LIEUTENANT GOVERNOR'S OFFICE	100.0	39
1	SECRETARY OF STATE	100.0	27
2	WORKERS' COMPENSATION COMMISSION	99.8	52
3	CONSUMER AFFAIRS, DEPARTMENT OF	97.0	62
4	INSURANCE, DEPARTMENT OF	96.8	82
5	ARTS COMMISSION	96.0	26
6	ACCIDENT FUND, STATE	95.7	75
7	COMPTROLLER GENERAL	95.1	48
8	ALCOHOL & OTHER DRUG ABUSE SERVICES	94.0	25
8	TREASURER, STATE	94.0	62
9	GOVERNOR'S SCHOOL FOR THE ARTS & HUMA	91.4	84
10	SECOND INJURY FUND	89.5	20
11	FINANCIAL INSTITUTIONS, BOARD OF	89.1	31
12	PUBLIC SERVICE COMMISSION	88.0	31
13	ELECTION COMMISSION, STATE	87.2	18
14	MUSEUM, STATE	85.7	35
15	LIBRARY, STATE	84.8	40
16	OPPORTUNITY SCHOOL, WIL LOU GRAY	84.4	62
17	ARCHIVES AND HISTORY, DEPARTMENT OF	83.9	62
18	NORTHEASTERN TECHNICAL COLLEGE	83	85
19	REGULATORY STAFF, OFFICE OF	78.1	64
20	WILLIAMSBURG TECHNICAL COLLEGE	77.9	67
21	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	77.2	34
22	INDIGENT DEFENSE, COMMISSION ON	74.4	52
23	AUDITOR, STATE	74.3	49
24	PATRIOT'S POINT	66.8	70

Chart D: Agency Size (Highest to Lowest)

101 - 500

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	AIKEN TECHNICAL COLLEGE	96.6	146
2	EDUCATIONAL TELEVISION COMMISSION	96.1	216
3	COMMERCE, DEPARTMENT OF	95.3	124
4	SPARTANBURG COMMUNITY COLLEGE	94.7	293
5	SOUTH CAROLINA EDUCATION LOTTERY	94.3	146
6	GOVERNOR'S OFFICE	94.2	213
7	CRIMINAL JUSTICE ACADEMY	93.9	108
8	USC - BEAUFORT CAMPUS	93.8	131
9	PIEDMONT TECHNICAL COLLEGE	93.4	272
10	TECHNICAL AND COMPREHENSIVE EDUCATION,	93.0	102
11	CENTRAL CAROLINA TECHNICAL COLLEGE	92.9	190
12	DEAF & BLIND, SCHOOL FOR THE	91.8	381
13	TRI-COUNTY TECHNICAL COLLEGE	91.6	302
14	USC - AIKEN CAMPUS	90.6	363
15	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.2	304
16	LOW COUNTRY, TECHNICAL COLLEGE OF THE	86.5	144
17	LABOR, LICENSING, & REGULATIONS	86.3	381
18	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	85.3	184
19	BLIND, COMMISSION FOR THE	85.1	112
20	FRANCIS MARION UNIVERSITY	84.3	487
21	USC - REGIONAL CAMPUSES	82.5	301
22	AGRICULTURE, DEPARTMENT OF	81.5	135
23	YORK TECHNICAL COLLEGE	81.2	303
24	DENMARK TECHNICAL COLLEGE	80.7	124
25	FLORENCE-DARLINGTON TECHNICAL COLLEGE	80	238
26	PARKS, RECREATION, & TOURISM, DEPARTMEN	75	456
27	JOHN DE LA HOWE	74.6	113
28	FORESTRY COMMISSION	69.5	378
29	ADJUTANT GENERAL'S OFFICE	68.3	133
30	LANDER UNIVERSITY	61.8	343

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart E: Agency Size (Highest to Lowest)

501 - 1000

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	MIDLANDS TECHNICAL COLLEGE	97.5	575
2	GREENVILLE TECHNICAL COLLEGE	96.5	694
2	REVENUE, DEPARTMENT OF	96.5	638
3	TRIDENT TECHNICAL COLLEGE	94.0	654
4	EMPLOYMENT SECURITY COMMISSION	91.3	878
5	USC - UPSTATE	88.6	505
6	NATURAL RESOURCES, DEPARTMENT OF	87.5	743
7	WINTHROP UNIVERSITY	87.3	847
8	EDUCATION, DEPARTMENT OF	84.5	968
9	LAW ENFORCEMENT DIVISION, STATE	83.5	597
10	PROBATION, PAROLE AND PARDON	77.0	735
11	PORTS AUTHORITY, STATE	76.0	558
12	COASTAL CAROLINA UNIVERSITY	73.2	863
13	SOUTH CAROLINA STATE UNIVERSITY	72.4	710
14	DISABILITIES AND SPECIAL NEEDS (CENTRAL OFFICE)	66.4	596
15	CITADEL, THE	65.5	651

Chart F: Agency Size (Highest to Lowest)

1001 and UP

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	98.2	1833
2	BUDGET AND CONTROL BOARD	93.1	1096
3	TRANSPORTATION, DEPARTMENT OF	92.6	5065
4	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	91.7	1109
5	MOTOR VEHICLES, DEPARTMENT OF	88.8	1275
6	SOCIAL SERVICES, DEPARTMENT OF	88.7	1101
7	HEALTH AND ENVIRONMENTAL CONTROL	87.1	4114
8	JUVENILE JUSTICE, DEPARTMENT OF	87.0	1612
9	CORRECTIONS, DEPARTMENT OF	86.8	5853
9	MENTAL HEALTH, DEPARTMENT OF	86.8	4667
10	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	86.6	5423
11	VOCATIONAL REHABILITATION DEPARTMENT	85.6	1082
12	UNIVERSITY OF SOUTH CAROLINA	83.2	5996
13	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.7	3072
14	CLEMSON UNIVERSITY	80.9	4034
15	USC - COLUMBIA CAMPUS	78.4	4696
16	DISABILITIES AND SPECIAL NEEDS (STATEWIDE)	76.9	2139
19	PUBLIC SAFETY, DEPARTMENT OF	75.3	1493
17	DISABILITIES AND SPECIAL NEEDS (WHITTEN, COASTAL, AND PE)	74.3	1508
18	COLLEGE OF CHARLESTON	73.7	1320

CHART G

Percentage Level of Goal Attainment
Ranked from Highest to Lowest
 Among Four-Year Colleges and Universities

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	WINTHROP UNIVERSITY	87.3	847
2	FRANCIS MARION UNIVERSITY	84.3	487
3	UNIVERSITY OF SOUTH CAROLINA	83.2	5996
4	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.7	3072
5	CLEMSON UNIVERSITY	80.9	4034
6	COLLEGE OF CHARLESTON	73.7	1320
7	COASTAL CAROLINA UNIVERSITY	73.2	863
8	SOUTH CAROLINA STATE UNIVERSITY	72.4	710
9	CITADEL, THE	65.5	651
10	LANDER UNIVERSITY	61.8	343

CHART H

Percentage Level of Goal Attainment
Ranked from Highest to Lowest
 Among Technical Colleges

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	MIDLANDS TECHNICAL COLLEGE	97.5	575
2	AIKEN TECHNICAL COLLEGE	96.6	146
3	GREENVILLE TECHNICAL COLLEGE	96.5	694
4	SPARTANBURG COMMUNITY COLLEGE	94.7	293
5	TRIDENT TECHNICAL COLLEGE	94.0	654
6	PIEDMONT TECHNICAL COLLEGE	93.4	272
7	TECHNICAL AND COMPREHENSIVE EDUCATION	93.0	102
8	CENTRAL CAROLINA TECHNICAL COLLEGE	92.9	190
9	TRI-COUNTY TECHNICAL COLLEGE	91.6	302
10	HORRY-GEORGETOWN TECHNICAL COLLEGE	87.2	304
11	LOW COUNTRY, TECHNICAL COLLEGE OF THE	86.5	144
12	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	85.3	184
13	NORTHEASTERN TECHNICAL COLLEGE	83.0	85
14	YORK TECHNICAL COLLEGE	81.2	303
15	DENMARK TECHNICAL COLLEGE	80.7	124
16	FLORENCE-DARLINGTON TECHNICAL COLLEGE	80.0	238
17	WILLIAMSBURG TECHNICAL COLLEGE	77.9	67

SECTION V

Explanation of Agency Charts

Pages 60 through 173 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2007 through September 30, 2008). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Reading the Charts

Column One: Equal Employment Opportunity (EEO) Category Codes

This section has codes for groups of employees that perform jobs having similar work content, pay rates and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Likewise, when an EEO category is extremely large, it can be subdivided into two or more categories. A general description of the kinds of jobs assigned to each EEO code follows:

E1) Executives:

Includes all employees whose assignments require meeting with the agency head or a designee to set agency policies that affect both internal and external statewide operations. Incumbents are expected to exercise discretion and independent judgment when assessing policy needs and ensuring that policies created are in line with state and federal laws, rules and regulations. Includes all employees whose assignments require the performance of work directly related to management policies and the general business operations of the agency or institution. Employees must perform the above functions and should report directly to the agency director or deputy director. Includes directors, deputy directors, department heads, division directors, regional directors, district directors and unclassified administrative managerial positions.

NOTE: Supervisory personnel of the professional, technical, clerical, skilled craft, and service/maintenance workforce will be reported within the specific categories of the personnel they supervise unless they set broad policies described above.

E2) Professionals:

Includes all employees required to possess specialized and theoretical knowledge that is usually acquired through college training or work experience and other training that provides comparable knowledge. Includes personnel specialists, social workers, doctors, registered nurses, systems analysts, accountants, counselors, teachers, police captains and lieutenants, classified professional non-faculty employees and kindred workers.

E3) Technicians:

Includes employees required to possess a combination of basic scientific or technical knowledge and manual skill that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes computer programmers and operators, draftspersons, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

E4) Protective Services:

Includes employees entrusted with public safety, security and protection of the public from destructive forces. Includes police, patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

E5) Paraprofessionals:

Includes employees who perform some of the duties of a professional or technician in a supportive role and who usually require less formal training and/or experience than normally required for professional or technical positions. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes library assistants, administrative assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker's aides, home health aides, and kindred workers.

E6) Secretary/Clerical:

Includes employees responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes bookkeepers, messengers, office machines operators, clerk-typists, stenographers, court transcribers, secretaries, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

E7) Skilled Craft:

Includes employees performing jobs that require special manual skill and thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machinists, carpenters, compositors and typesetters and kindred workers.

E8) Service/Maintenance:

Includes workers performing duties related to the upkeep and care of buildings, facilities, or grounds. Workers in this group may operate machinery. Includes chauffeurs, laundry and dry cleaning operators, truck drivers, bus drivers and garage laborers, custodial personnel, gardeners and grounds keepers, refuse collectors, construction laborers and kindred workers.

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes employees who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice-President Administration, Vice-President Financial Management, Executive Assistant to the President, Director of Libraries, Director of Development and Alumni, Director of Athletics and kindred workers.

C2) Executives (Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Includes employees who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice President/Academic Affairs, Deans, and Executives of academic departments (chairperson, head, or the equivalent) if their principal activity is administration.

C3) Professors:*

C4) Associate Professors:*

C5) Assistant Professors:*

C6) Instructors:*

C7) Lecturers:*

*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors,

instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

Includes all unclassified employees whose specific assignments are temporary in nature and/or who provide specialized professional support to the academic departments. Includes visiting faculty with academic rank, Research Associates, Teaching Associates and kindred workers.

C9) Other (Non-Academic):

Includes all unclassified employees whose specific assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Persons placed in this category are considered professionals and would otherwise be reported under (E2), except that they are unclassified, under a different pay plan, and work in an institution of higher learning. Includes Directors, Athletic Coaches, Residents, Program Coordinators and kindred workers.

T1) Executives (Unclassified Institutional Officers):

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes employees who work in positions requiring the performance of work directly related to management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary judgment. They also direct the work of high level professions. Includes officers holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

T2) Managerial (Unclassified Level II Education Support Personnel):

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes employees who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high level decision making and highly independent judgment, and to direct the work of mid-upper level administrators. Includes positions holding such titles as Dean of Instruction, Dean of Continuing Education, Dean of Students, Dean of Learning Resources II and Educational Support Manager II.

T3) Faculty/Administrative/Teaching:

Includes all unclassified employees whose assignments require both responsibility for management of a customarily recognized academic division/department and whose other assignments are made for the purpose of providing instruction, conducting research, providing learning resources or performing public service. Includes academic deans, assistant deans, division chairpersons, department heads, librarians, program coordinators, and other faculty positions, if their responsibilities are both administrative and instructional or administrative only.

T4) Faculty/Teaching:

Includes all unclassified employees whose specific assignments customarily are made for the purpose of conducting instruction. Includes instructors and vocational teachers. Does not include student teachers or research assistants.

T5) Professionals (Unclassified Level I Educational Support Personnel):

Includes all unclassified employees whose assignments require the direction and supervision of major related sections/departments. Includes positions titled Educational Support Manager I, Assistant Dean of Students, Assistant Dean of Continuing Education and Dean of Learning Resources I.

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2008. For purposes of the report, the following race/sex categories are used:

WM	=	White Males	OF	=	Other Minority Females
BM	=	Black Males	T	=	Total
OM	=	Other Minority Males	#	=	Number
WF	=	White Females	%	=	Percentage
BF	=	Black Females	*	=	Underutilization less than one whole person

The information showing in the number (#) blocks of section 2 and 5 was provided by each agency, college or university or technical school and was reviewed for accuracy by agency representatives prior to the writing of this report. The percentage (%) of each race/sex group was computed by dividing the number (#) of each race/sex group by the total number (#) of persons in the EEO category.

Column Three: Adjusted Availability

Column Three displays the percentage of people available in the labor market with the qualifications to perform the duties and responsibilities of the positions assigned to the EEO category. The percentages are taken from each agency's affirmative action plan.

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. The Availability is then adjusted to a rate that is within 90 percent of what would be expected (a fluctuation of 10 percent). The Availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. If you add the availability percentages and subtract from 100, you will have the availability for white males and all other racial groups not depicted on this form. Historically, there has not been a pattern of underutilization of white males in employer workforces. No other race or ethnic group was over the 2 percent threshold.

Column Four: Underutilization

These figures are a comparison of the Adjusted Availability (Column Three) percentages, and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage. If there is no underutilization a "No" appears in the block.

In any job group where the percent of underutilization is so small that it would compute to less than one whole person, an asterisk will appear in the appropriate block indicating that no goals are required.

This process is based on statistical fact, not its cause. However, the SCHAC recognizes that the mathematical comparison between availability and the current workforce should not be the sole consideration in determining underutilization. Other reasons can be discussed with SCHAC.

Column Five: New Hires and Promotions 10/01/07 – 09/30/08

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2007 and September 30, 2008. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

The reclassification of an already filled position is not counted in Column Five.

Column Six: Goals Met

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart. (*See Page 45 to determine how to calculate.*)

The percentage of goals achieved is calculated by dividing the percentage employed (in Column Two) by the percentage available (in Column Three).

In race/sex groups where underutilization is less than one whole person, an asterisk will appear in the appropriate blocks.

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2	2		9	5.6	26.8	6.2	5.6	4.6	NO								0.0%	82.8%	YES
	% 55.6			22.2	22.2		100.0																
E2	# 10	2	1	13	13	1	40	4.1	39.7	16.1	NO	7.2	NO	1	1	1	3			6	YES	81.9%	YES
	% 25.0	5.0	2.5	32.5	32.5	2.5	100.0							16.7	16.7	16.7	50.0			100.0			
E3	# 3	2		2			7	10.7	21.2	5.7	NO	NO	5.7	2	1		1			4	YES	YES	0.0%
	% 42.9	28.6		28.6			100.0							50.0	25.0		25.0			100.0			
E5	# 1			7	8	1	17	4.7	45.0	16.2	NO	3.8	NO								YES	91.6%	YES
	% 5.9			41.2	47.1	5.9	100.0																
E6	# 1			1	1		2	3.6	54.3	18.9	3.6	4.3	NO								0.0%	92.1%	YES
	% 50.0			50.0	50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.2 percent
 Level of Goal Attainment for 2007: 91.2 percent
 Level of Goal Attainment for 2008: 95.7 percent

Adjutant General Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Robert Faulk and Alicia Koon

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	2					10	3.8	31.3	5.3	NO	31.3	5.3	1	2					3	YES	0.0%	0.0%
	% 80.0	20.0					100.0							33.3	66.7					100.0			
E2	# 42	4		21	4		71	6.5	34.8	11.4	0.9	5.2	5.8	24			11	1		36	86.2%	85.1%	49.1%
	% 59.2	5.6		29.6	5.6		100.0							66.7			30.6	2.8		100.0			
E3	# 6						6	4.0	34.1	16.0	4.0	34.1	16.0	2						2	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E4	# 6	5					11	16.0	6.2	3.8	NO	6.2	3.8	1						1	YES	0.0%	0.0%
	% 54.5	45.5					100.0							100.0						100.0			
E5 and E6	#			11	2		13	1.2	61.2	11.9	1.2	NO	NO				1			1	0.0%	YES	YES
	%			84.6	15.4		100.0										100.0			100.0			
E7	# 14	1					15	17.8	3.8	1.6	11.1	3.8	1.6	1						1	37.6%	0.0%	0.0%
	% 93.3	6.7					100.0							100.0						100.0			
E8	# 4	1		1	1		7	18.1	15.8	23.5	3.8	1.5	9.2		1					1	79.0%	90.5%	60.9%
	% 57.1	14.3		14.3	14.3		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 78.3 percent
 Level of Goal Attainment for 2007: 72.4 percent
 Level of Goal Attainment for 2008: 68.3 percent

Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	5.5	35.6	7.1	5.5	10.6	NO					1		1	0.0%	70.2%	YES
	% 50.0			25.0	25.0		100.0											100.0		100.0			
E2	# 21	3		12	4		40	7.5	33.7	16.8	0.0	3.7	6.8	2	1		2			5	YES	89.0%	59.5%
	% 52.5	7.5		30.0	10.0		100.0							40.0	20.0		40.0			100.0			
E3 and E5	# 30	5		29	7		71	6.8	32.0	21.3	NO	NO	11.4	6	1		5			12	YES	YES	46.5%
	% 42.3	7.0		40.8	9.9		100.0							50.0	8.3		41.7			100.0			
E6	#			5	1		6	0.8	67.8	17.7	0.8	NO	1.0								0.0%	YES	94.4%
	%			83.3	16.7		100.0																
E7 and E8	# 7	5		2			14	21.3	10.0	10.1	NO	NO	10.1	3	1		1			5	YES	YES	0.0%
	% 50.0	35.7		14.3			100.0							60.0	20.0		20.0			100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 73.6 percent

Level of Goal Attainment for 2007: 74.3 percent

Level of Goal Attainment for 2008: 81.5 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		1		1	5	18.7	22.5	5.6	NO	2.5	5.6							100.0	YES	88.9%	0.0%	
	% 40.0	20.0		20.0		20.0	100.0																	
E2	# 6	1		5	5		17	4.8	39.1	14.5	NO	9.7	NO	1				1		2	YES	75.2%	YES	
	% 35.3	5.9		29.4	29.4		100.0							50.0				50.0		100.0				
E3 and E5	# 1				2		3	4.4	25.3	0.8	4.4	25.3	NO								0.0%	0.0%	YES	
	% 33.3				66.7		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 82.8 percent

Level of Goal Attainment for 2007: 95.4 percent

Level of Goal Attainment for 2008: 94.0 percent

Archives and History

Agency Director: Rodger E. Stroup

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1	2		4	5.3	34.7	7.4	5.3	9.7	NO					1		1	0.0%	72.0%	YES
	% 25.0			25.0	50.0		100.0											100.0		100.0			
E2	# 27	1		12	8		48	3.6	39.1	6.4	1.5	14.1	NO	2			2	1		5	58.3%	63.9%	YES
	% 56.3	2.1		25.0	16.7		100.0							40.0			40.0	20.0		100.0			
E3	# 3			1			4	5.7	41.1	12.0	5.7	16.1	12.0								0.0%	60.9%	0.0%
	% 75.0			25.0			100.0																
E5	# 1			1			1	1.3	31.4	4.7	1.3	NO	4.7								0.0%	YES	0.0%
	% 100.0			100.0			100.0																
E6	# 1			2	2		5	9.3	35.3	19.4	9.3	NO	NO								0.0%	YES	YES
	% 20.0			40.0	40.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 80.0 percent

Level of Goal Attainment for 2007: 80.7 percent

Level of Goal Attainment for 2008: 83.9 percent

Arts Commission

Agency Director: Suzette Surkamer

EEO Officer: Mary Teague

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1			4	4.1	32.8	6.2	4.1	7.8	6.2								0.0%	76.2%	0.0%
	% 75.0			25.0			100.0																
E2	# 1	1		12	3		17	5.1	40.0	11.8	NO	NO	NO				2			2	YES	YES	YES
	% 5.9	5.9		70.6	17.6		100.0										100.0			100.0			
E3 and E5	# 1			3	1		5	3.8	50.5	8.9	3.8	NO	NO	1			2			3	0.0%	YES	YES
	% 20.0			60.0	20.0		100.0							33.3			66.7			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 100.0 percent

Level of Goal Attainment for 2007: 100.0 percent

Level of Goal Attainment for 2008: 96.0 percent

Auditor, State

Agency Director: Richard H. Gilbert, Jr., CPA

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11		1	3		1	16	5.1	36.9	15.8	5.1 *	18.1	15.8							100.0	0.0% *	50.9% *	0.0%
	% 68.8		6.3	18.8		6.3	100.0																
E2	# 9	1	1	11	6	1	29	4.4	41.3	19.8	1.0 *	3.4 *	NO	3	1	1	6	4	1	16	77.3% *	91.8% *	YES
	% 31.0	3.4	3.4	37.9	20.7	3.4	100.0							18.8	6.3	6.3	37.5	25.0	6.3	100.0			
E5 and E6	#			2	2		4	6.0	67.5	4.5	6.0 *	17.5 *	NO								0.0% *	74.1% *	YES
	%			50.0	50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 75.6 percent
 Level of Goal Attainment for 2007: 78.5 percent
 Level of Goal Attainment for 2008: 70.6 percent

Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	1		1	3		8	5.6	28.1	8.0	NO	15.6	NO	1				1		2	YES	44.5%	YES
	% 37.5	12.5		12.5	37.5		100.0							50.0				50.0		100.0			
E2	# 7	9	1	18	30	1	66	8.6	37.2	20.7	NO	9.9	NO	1	1	1	3	6	1	13	YES	73.4%	YES
	% 10.6	13.6	1.5	27.3	45.5	1.5	100.0							7.7	7.7	7.7	23.1	46.2	7.7	100.0			
E3	# 4	1	1	1	3		10	9.0	29.4	10.6	NO	19.4	NO	1	1			1		3	YES	34.0%	YES
	% 40.0	10.0	10.0	10.0	30.0		100.0							33.3	33.3			33.3		100.0			
E5 and E6	#			10	13		23	1.2	63.2	11.9		*					4	4		8	0.0%*	68.8%	YES
	%			43.5	56.5		100.0				1.2	19.7	NO				50.0	50.0		100.0			
E7 and E8	# 4	1					5	7.2	16.7	9.0	NO	16.7	9.0	1						1	YES	0.0%*	0.0%*
	% 80.0	20.0					100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 91.9 percent
 Level of Goal Attainment for 2007: 89.4 percent
 Level of Goal Attainment for 2008: 85.1 percent

Budget and Control Board

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	2		5			21	7.0	17.4	2.2	NO	NO	2.2		1		1			2	YES	YES	0.0%
	% 66.7	9.5		23.8			100.0							50.0			50.0			100.0			*
E2A	# 64	6	1	28	5		104	4.6	26.9	5.2	NO	0.0	0.4	2	1		4	2		9	YES	YES	92.3%
	% 61.5	5.8	1.0	26.9	4.8		100.0							22.2	11.1		44.4	22.2		100.0	YES	YES	
E2B	# 104	11	2	67	15		199	4.7	29.3	6.2	NO	NO	NO	12	3		5	4		24	YES	YES	YES
	% 52.3	5.5	1.0	33.7	7.5		100.0							50.0	12.5		20.8	16.7		100.0			
E2C	# 68	9	1	79	25	1	183	5.3	32.6	8.6	0.4	NO	NO	2	3		15	2		22	92.5%	YES	YES
	% 37.2	4.9	0.5	43.2	13.7	0.5	100.0							9.1	13.6		68.2	9.1		100.0		YES	YES
E2D	# 36	14		91	57	1	199	4.6	43.2	11.2	NO	NO	NO	9	2		11	11		33	YES	YES	YES
	% 18.1	7.0		45.7	28.6	0.5	100.0							27.3	6.1		33.3	33.3		100.0	YES	YES	YES
E3	# 64	17	2	32	21	3	139	8.0	23.5	6.9	NO	0.5	NO	16	7	1	4	2		30	YES	97.9%	YES
	% 46.0	12.2	1.4	23.0	15.1	2.2	100.0							53.3	23.3	3.3	13.3	6.7		100.0			
E5	# 2	3		38	14		57	1.6	67.5	11.7	NO	0.8	NO				3			3	YES	98.8%	YES
	% 3.5	5.3		66.7	24.6		100.0										100.0			100.0			
E6	# 6	9	2	24	21	1	63	5.1	53.6	12.8	NO	15.5	NO	1	3		4	2		10	YES	71.1%	YES
	% 9.5	14.3	3.2	38.1	33.3	1.6	100.0							10.0	30.0		40.0	20.0		100.0			
E7	# 61	22	1	2			86	18.8	2.6	1.7	NO	0.3	1.7	6	4					10	YES	88.5%	0.0%
	% 70.9	25.6	1.2	2.3			100.0							60.0	40.0					100.0			
E8	# 13	13	1	4	14		45	22.0	14.9	11.5	NO	6.0	NO	2	2		1	3		8	YES	59.7%	YES
	% 28.9	28.9	2.2	8.9	31.1		100.0							25.0	25.0		12.5	37.5		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 83.9 percent

Level of Goal Attainment for 2007: 91.5 percent

Level of Goal Attainment for 2008: 93.1 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Bridgette M. Beasley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2 and E1	#	25	1		2		28	2.6	45.1	7.2	NO	38.0	7.2	4						4	YES	15.7%	0.0%
	%	89.3	3.6		7.1		100.0							100.0						100.0			
C3	#	26		1	12		40	2.4	43.6	9.1	2.4	13.6	9.1	1			1			2	0.0%	68.8%	0.0%
	%	65.0		2.5	30.0		100.0							50.0			50.0			100.0			
C4	#	29	1	3	14	4	52	2.6	44.5	9.5	0.7	17.6	1.8	1			1			2	73.1%	60.4%	81.1%
	%	55.8	1.9	5.8	26.9	7.7	100.0							50.0			50.0			100.0			
C5 and C6	#	54	1	3	19	1	80	3.9	43.8	11.0				14			8		1	23	33.6%	54.3%	11.9%
	%	67.5	1.3	3.8	23.8	1.3	100.0				2.6	20.0	9.7	60.9			34.8		4.3	100.0			
C8 and C9	#	36	6	1	9	2	54	5.5	27.4	2.3	NO	10.7	NO	4	2		3			9	YES	60.9%	YES
	%	66.7	11.1	1.9	16.7	3.7	100.0							44.4	22.2		33.3			100.0			
E2	#	46	8	1	60	14	132	5.9	41.3	13.3	NO	NO	2.7	6	1		9	1		17	YES	YES	80.0%
	%	34.8	6.1	0.8	45.5	10.6	100.0							35.3	5.9		52.9	5.9		100.0			
E3 and E5	#	27	1		27	12	68	3.8	39.3	17.3				4			4			8	39.5%	YES	YES
	%	39.7	1.5		39.7	17.6	100.0				2.3	NO	NO	50.0			50.0			100.0			
E4	#	10	3				13	12.6	13.5	5.4	NO	13.5	5.4	5	1					6	YES	0.0%	0.0%
	%	76.9	23.1				100.0							83.3	16.7					100.0			
E6	#	3		1	38	13	55	2.1	63.7	15.6	2.1	NO	NO			1	7	2		10	0.0%	YES	YES
	%	5.5		1.8	69.1	23.6	100.0									10.0	70.0	20.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 57.7 percent

Level of Goal Attainment for 2007: 68.3 percent

Level of Goal Attainment for 2008: 65.5 percent

Clemson University (Page 1 of 3)

President: James Barker

EEO Officer: Byron Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	1			1		2	6.2	26.5	4.4	6.2	NO	4.4								0.0%*	YES	0.0%*	
	%	50.0			50.0		100.0																	
C2	#	28	1	2	9	2	42	3.4	29.4	6.8	1.0	8.0	2.0	4	1	1				6	71.4%*	72.8%	70.6%*	
	%	66.7	2.4	4.8	21.4	4.8	100.0							66.7	16.7	16.7				100.0				
C3	#	267	5	28	65	1	2	368	2.5	21.5	1.8	1.1	3.8	1.5	5		2	3		10	56.5%	82.4%	16.3%	
	%	72.6	1.4	7.6	17.7	0.3	0.5	100.0						50.0		20.0	30.0			100.0				
C4	#	146	7	23	67	1	9	253	2.5	24.2	2.4	NO	NO	2.0							YES	YES	17.0%	
	%	57.7	2.8	9.1	26.5	0.4	3.6	100.0																
C5	#	144	5	40	85	8	17	299	2.6	25.5	2.6	0.9	NO	NO	18		16	17	2	3	56	64.4%	YES	YES
	%	48.2	1.7	13.4	28.4	2.7	5.7	100.0						32.1		28.6	30.4	3.6	5.4	100.0				
C7	#	138	7	4	154	5	9	317	2.1	20.6	2.8	NO	NO	1.2	19	2	3	20		1	45	YES	YES	57.1%
	%	43.5	2.2	1.3	48.6	1.6	2.8	100.0						42.2	4.4	6.7	44.4		2.2	100.0				
C8	#	74		3	44	2	2	125	2.3	29.1	3.8	2.3	NO	2.2	3		4		1	8	0.0%	YES	42.2%	
	%	59.2		2.4	35.2	1.6	1.6	100.0						37.5		50.0		12.5		100.0				
C9	#	151	24	3	91	24	3	296	4.8	28.9	8.1	NO	NO	0.0	15	6	1	14	2	38	YES	YES	99.5%*	
	%	51.0	8.1	1.0	30.7	8.1	1.0	100.0						39.5	15.8	2.6	36.8	5.3		100.0				
E1	#	97	8	1	75	8	1	190	3.8	34.7	6.8	NO	NO	2.6	14		1	10		3	28	YES	YES	62.1%
	%	51.1	4.2	0.5	39.5	4.2	0.5	100.0						50.0		3.6	35.7		10.7	100.0				

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.3 percent

Level of Goal Attainment for 2007: 83.0 percent

Level of Goal Attainment for 2008: 80.9 percent

Clemson University (Page 2 of 3)

President: James Barker

EEO Officer: Byron Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# 83	11	4	264	37	7	406	2.3	51.1	7.4	NO	NO	NO	14	1	1	32	7	7	62	YES	YES	YES
	% 20.4	2.7	1.0	65.0	9.1	1.7	100.0							22.6	1.6	1.6	51.6	11.3	11.3	100.0			
E22	# 19	1		61	5		86	1.4	51.6	5.7	0.2	NO	NO	2		1	9	2		14	85.7%*	YES	YES
	% 22.1	1.2		70.9	5.8		100.0							14.3		7.1	64.3	14.3		100.0			
E23	# 36	3		83	11	3	136	5.2	42.9	15.2	3.0	NO	7.1	5	1	1	17	4	4	32	42.5%	YES	53.3%
	% 26.5	2.2		61.0	8.1	2.2	100.0							15.6	3.1	3.1	53.1	12.5	12.5	100.0			
E24	# 45		1	19			65	8.2	31.1	11.4	8.2	1.9	11.4	5			2			7	0.0%	93.8%	0.0%
	% 69.2		1.5	29.2			100.0							71.4			28.6			100.0			
E25	# 85	2	1	45	5		138	3.5	23.1	4.9	2.1	NO	1.3	6		4	2			12	40.0%	YES	74.2%
	% 61.6	1.4	0.7	32.6	3.6		100.0							50.0		33.3	16.7			100.0			
E31	# 77	9	1	82	11	4	184	3.6	25.2	3.9	NO	NO	NO	6	1	2	3			12	YES	YES	YES
	% 41.8	4.9	0.5	44.6	6.0	2.2	100.0							50.0	8.3	16.7	25.0			100.0			
E4	# 38	3		7	1		49	6.3	10.2	1.8	0.2	NO	NO	9	2	1				12	97.3%*	YES	YES
	% 77.6	6.1		14.3	2.0		100.0							75.0	16.7	8.3				100.0			
E51	# 8	2	1	261	30	1	303	2.0	66.8	8.7	1.3	NO	NO	5		1	37	6	2	51	35.9%	YES	YES
	% 2.6	0.7		86.1	9.9	0.3	100.0							9.8		2.0	72.5	11.8	3.9	100.0			
E52	# 14	10		34	21		79	14.6	40.7	11.5	1.9	NO	NO	6	2		5			13	87.2%	YES	YES
	% 17.7	12.7		43.0	26.6		100.0							46.2	15.4		38.5			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.3 percent

Level of Goal Attainment for 2007: 83.0 percent

Level of Goal Attainment for 2008: 80.9 percent

Clemson University (Page 3 of 3)

President: James Barker

EEO Officer: Byron Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	# 11	5		97	18	1	132	1.0	68.0	9.2	NO	NO	NO	3	1		26	3	2	35	YES	YES	YES
	% 8.3	3.8		73.5	13.6	0.8	100.0							8.6	2.9		74.3	8.6	5.7	100.0			
E7	# 175	14	5	4			198	11.2	7.0	0.7				18	1	2			1	22	63.4%	28.4%	0.0%
	% 88.4	7.1	2.5	2.0			100.0				4.1	5.0	0.7	81.8	4.5	9.1			4.5	100.0			
E8	# 84	31		57	66	1	239	10.0	12.2	6.8	NO	NO	NO	6	2	2	4	5		19	YES	YES	YES
	% 35.1	13.0		23.8	27.6	0.4	100.0							31.6	10.5	10.5	21.1	26.3		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.3 percent
 Level of Goal Attainment for 2007: 83.0 percent
 Level of Goal Attainment for 2008: 80.9 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	3			2		5	3.9	33.0	6.4	3.9	NO	6.4								0.0%*	YES	0.0%*
	%	60.0			40.0		100.0																
C2	#	4			1		5	3.9	29.4	7.3	3.9	9.4	7.3								0.0%*	68.0%*	0.0%*
	%	80.0			20.0		100.0																
C3	#	32		1	15		48	3.0	32.2	4.2	3.0	0.9	4.2	4			2			6	0.0%	97.3%*	0.0%
	%	66.7		2.1	31.3		100.0							66.7			33.3			100.0			
C4	#	43	1	3	22	1	71	3.1	34.4	5.0	1.7	3.4	3.6	7		1	4		1	13	45.8%	90.2%	27.8%
	%	60.6	1.4	4.2	31.0	1.4	100.0							53.8		7.7	30.8		7.7	100.0			
C5	#	52	4	6	45	4	116	2.4	28.6	2.9	NO	NO	NO	11	2	2	9			24	YES	YES	YES
	%	44.8	3.4	5.2	38.8	3.4	100.0							45.8	8.3	8.3	37.5			100.0			
C6	#	8		2	10		21	3.6	31.5	4.8	3.6	NO	4.8								0.0%*	YES	0.0%
	%	38.1		9.5	47.6		100.0																
C7 and C8	#	40	1	1	32		76	2.9	33.0	4.3	1.6	NO	4.3	14		2	23		1	40	45.3%	YES	0.0%
	%	52.6	1.3	1.3	42.1		100.0							35.0		5.0	57.5		2.5	100.0			
C9	#	33	9	1	10	2	55	9.0	19.6	1.7	NO	1.4	NO	4	1	1	3	1		10	YES	92.9%*	YES
	%	60.0	16.4	1.8	18.2	3.6	100.0							40.0	10.0	10.0	30.0	10.0		100.0			
E2	#	50	3	1	106	7	167	5.2	43.1	7.6	3.4	NO	3.4	9			34	2		45	34.6%	YES	55.3%
	%	29.9	1.8	0.6	63.5	4.2	100.0										75.6	4.4		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 86.9 percent

Level of Goal Attainment for 2007: 74.9 percent

Level of Goal Attainment for 2008: 73.2 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 38	1	2	17	1	2	61	3.1	22.8	6.0	1.5 *	NO	4.4	8		1	7		2	18	51.6% *	YES	26.7%
	%	1.6	3.3	27.9	1.6	3.3	100.0							44.4		5.6	38.9		11.1	100.0			
E4	# 18	2			3		23	6.1	8.1	3.2	NO	8.1	NO	4	1					5	YES	0.0%	YES
	%	78.3	8.7		13.0		100.0							80.0	20.0					100.0			
E5	# 2			50	4		56	0.5	78.3	4.2	0.5 *	NO	NO				18			18	0.0% *	YES	YES
	%	3.6		89.3	7.1		100.0										100.0			100.0			
E6	# 4			39	7		50	0.5 *	79.0	6.7	0.5 *	1.0 *	NO	2			12	1	1	16	0.0% *	98.7% *	YES
	%	8.0		78.0	14.0		100.0							12.5			6.3	6.3	100.0				
E7	# 34	4	1				39	7.7	4.9	1.6	NO	4.9	1.6 *	5	1					6	YES	0.0%	0.0% *
	%	87.2	10.3	2.6			100.0							83.3	16.7					100.0			
E8	# 32	15		12	11		70	19.9	13.8	6.4	NO	NO	NO	4	2		1	4		11	YES	YES	YES
	%	45.7	21.4		17.1	15.7	100.0							36.4	18.2		9.1	36.4		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 86.9 percent

Level of Goal Attainment for 2007: 74.9 percent

Level of Goal Attainment for 2008: 73.2 percent

College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	30	5		44	6	1	86	5.1	37.4	11.0	NO	NO	4.0	7			6	2		15	YES	YES	63.6%
	%	34.9	5.8		51.2	7.0	1.2	100.0						46.7			40.0	13.3		100.0				
C2	#	3			9			12	6.2	41.2	10.2	6.2	NO	10.2								0.0%	YES	0.0%
	%	25.0			75.0			100.0																
C3	#	89	3	5	29			126	3.4	32.4	2.1	1.0	9.4	2.1	5		2	5			12	70.6%	71.0%	0.0%
	%	70.6	2.4	4.0	23.0			100.0						41.7		16.7	41.7				100.0			
C4	#	71	4	6	57	9	5	152	3.9	38.0	3.2	1.3	0.5	NO	4		1	7	4		16	66.7%	98.7%	YES
	%	46.7	2.6	3.9	37.5	5.9	3.3	100.0						25.0		6.3	43.8	25.0		100.0				
C5	#	78	5	10	65	5	7	170	6.0	45.7	12.9	3.1	7.5	10.0	17		2	18			37	48.3%	83.6%	22.5%
	%	45.9	2.9	5.9	38.2	2.9	4.1	100.0						45.9		5.4	48.6			100.0				
C6	#	24		1	43	2	3	73	5.6	46.2	12.3	5.6	NO	9.6	3		1	11		1	16	0.0%	YES	22.0%
	%	32.9		1.4	58.9	2.7	4.1	100.0						18.8		6.3	68.8		6.3	100.0				
C8 and C9	#	36	4		20	1	1	62	5.9	35.3	5.9	NO	3.0	4.3	10			4			14	YES	91.5%	27.1%
	%	58.1	6.5		32.3	1.6	1.6	100.0						71.4			28.6			100.0				
E2	#	74	15	1	146	39	3	278	3.0	41.1	12.2	NO	NO	NO	22	3		41	21	2	89	YES	YES	YES
	%	26.6	5.4	0.4	52.5	14.0	1.1	100.0						24.7	3.4		46.1	23.6	2.2	100.0				
E3	#	27	5	1	17	7	1	58	5.9	31.8	8.1	NO		NO	9	1		6	2		18	YES	92.1%	YES
	%	46.6	8.6	1.7	29.3	12.1	1.7	100.0						50.0	5.6		33.3	11.1		100.0				

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.5 percent

Level of Goal Attainment for 2007: 75.5 percent

Level of Goal Attainment for 2008: 73.7 percent

College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 21	16	2	1	10		50	18.2	9.0	9.7	NO	7.0	NO	10	2		1	5		18	YES	22.2%	YES
	% 42.0	32.0	4.0	2.0	20.0		100.0							55.6	11.1		5.6	27.8		100.0			
E5	# 7	1		48	26	3	85	3.8	50.8	18.3	2.6	NO	NO	2			11	7	3	23	31.6%	YES	YES
	% 8.2	1.2		56.5	30.6	3.5	100.0							8.7			47.8	30.4	13.0	100.0			
E6	# 4	8		22	25	1	60	2.9	64.2	13.0	NO	27.5	NO	2	2		8	5		17	YES	57.2%	YES
	% 6.7	13.3		36.7	41.7	1.7	100.0							11.8	11.8		47.1	29.4		100.0			
E7	# 15	51		1	2		69	19.1	10.4	10.4	NO	9.0	7.5	2	11			1		14	YES	13.5%	27.9%
	% 21.7	73.9		1.4	2.9		100.0							14.3	78.6			7.1		100.0			
E8	# 5	11		2	20	1	39	23.5	13.0	12.8	NO	7.9	NO	1				1	1	3	YES	39.2%	YES
	% 12.8	28.2		5.1	51.3	2.6	100.0							33.3				33.3	33.3	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.5 percent

Level of Goal Attainment for 2007: 75.5 percent

Level of Goal Attainment for 2008: 73.7 percent

Department of Commerce

Agency Director: Joe E. Taylor Jr.

EEO Officer: Inez Benjamin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	1		5	3		20	3.1	24.6	3.2	NO	NO	NO	3			1			4	YES	YES	YES
	% 55.0	5.0		25.0	15.0		100.0							75.0			25.0			100.0			
E2	# 31	2	4	38	16	2	93	3.7	37.0	6.2	1.6	NO	NO	11		4	9	5		29	58.0%	YES	YES
	% 33.3	2.2	4.3	40.9	17.2	2.2	100.0							37.9		13.8	31.0	17.2		100.0			
E3	# 3			3			6	5.9	24.9	4.6	5.9	NO	4.6								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
E5	#	2		2			4	5.0	46.0	16.8	NO	NO	16.8		1					1	YES	YES	0.0%
	%	50.0		50.0			100.0								100.0					100.0			
E7	# 1						1	0.5	4.0	0.5	0.5	4.0	0.5								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 95.4 percent

Level of Goal Attainment for 2007: 95.0 percent

Level of Goal Attainment for 2008: 95.3 percent

Comptroller General

Agency Director: Richland Eckstrom

EEO Officer: Nathan Kaminski, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		5	3	1	14	3.1	32.8	6.8	NO	NO	NO	1						1	YES	YES	YES
	% 28.6	7.1		35.7	21.4	7.1	100.0							100.0						100.0			
E2	# 4	1		6	3	1	15	4.7	35.8	8.9	NO	NO	NO	2				1		3	YES	YES	YES
	% 26.7	6.7		40.0	20.0	6.7	100.0							66.7				33.3		100.0			
E3	# 4	2		1	1		8	7.9	23.6	6.4	NO	11.1	NO								YES	53.0%	YES
	% 50.0	25.0		12.5	12.5		100.0																
E5	# 2			4	4		10	4.8	43.0	16.2	4.8	3.0	NO	1						1	0.0%	93.0%	YES
	% 20.0			40.0	40.0		100.0							100.0						100.0			
E6	# 1						1	2.7	63.7	17.0	2.7	63.7	17.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 95.1 percent
 Level of Goal Attainment for 2007: 98.9 percent
 Level of Goal Attainment for 2008: 95.1 percent

Consumer Affairs

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Herbert Walker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		3			6	4.0	21.4	3.7	NO	NO	3.7							100.0	YES	YES	0.0%
	% 33.3	16.7		50.0			100.0																
E2	# 8	3		12	9		32	4.9	31.1	6.3	NO	NO	NO	1			1			2	YES	YES	YES
	% 25.0	9.4		37.5	28.1		100.0							50.0			50.0			100.0			
E3, E5 and E6	# 1	1		10	11	1	24	2.6	54.9	15.4	NO	13.2	NO	1	1		1	3	1	7	YES	76.0%	YES
	% 4.2	4.2		41.7	45.8	4.2	100.0							14.3	14.3		14.3	42.9	14.3	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 93.1 percent
 Level of Goal Attainment for 2007: 98.0 percent
 Level of Goal Attainment for 2008: 97.0 percent

Corrections, Department of (Page 1 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 64	22	1	4	15	1	107	5.2	22.6	5.2	NO	18.9	NO	6	2			3		11	YES	16.5%	YES
	% 59.8	20.6	0.9	3.7	14.0	0.9	100.0							54.5	18.2			27.3		100.0			
E1B	# 71	23	2	25	14	3	138	4.6	25.7	5.2	NO	7.5	NO	9	4		7	1		21	YES	70.6%	YES
	% 51.4	16.7	1.4	18.1	10.1	2.2	100.0							42.9	19.0		33.3	4.8		100.0			
E2A	# 78	24	7	66	28	18	221	6.0	36.8	9.9	NO	7.0	NO	19	8	7	19	8	20	81	YES	81.1%	YES
	% 35.3	10.9	3.2	29.9	12.7	8.1	100.0							23.5	9.9	8.6	23.5	9.9	24.7	100.0			
E2B	# 118	80	4	142	137	3	484	6.6	37.7	16.1	NO	8.4	NO	19	9	2	30	29	1	90	YES	77.8%	YES
	% 24.4	16.5	0.8	29.3	28.3	0.6	100.0							21.1	10.0	2.2	33.3	32.2	1.1	100.0			
E2C	# 59	40	3	47	83	1	233	4.4	48.1	19.5	NO	27.9	NO	5	10		13	16		44	YES	42.0%	YES
	% 25.3	17.2	1.3	20.2	35.6	0.4	100.0							11.4	22.7		29.5	36.4		100.0			
E3A	# 17	3		14	15	2	51	4.8	35.9	11.1	NO	8.4	NO		2		2	5		9	YES	76.5%	YES
	% 33.3	5.9		27.5	29.4	3.9	100.0								22.2		22.2	55.6		100.0			
E3B	# 9	6		55	65	2	137	3.6	45.3	27.0	NO	5.2	NO	6	1		21	21		49	YES	88.5%	YES
	% 6.6	4.4		40.1	47.4	1.5	100.0							12.2	2.0		42.9	42.9		100.0			
E4A	# 114	248	4	28	105	1	500	26.4	9.5	20.9	NO	3.9	NO	11	33		4	10		58	YES	59.3%	YES
	% 22.8	49.6	0.8	5.6	21.0	0.2	100.0							19.0	56.9		6.9	17.2		100.0			
E4B	# 219	411	18	91	368	3	1110	25.9	9.4	25.9	NO	1.2	NO	46	54	3	10	61	1	175	YES	87.5%	YES
	% 19.7	37.0	1.6	8.2	33.2	0.3	100.0							26.3	30.9	1.7	5.7	34.9	0.6	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 89.8 percent

Level of Goal Attainment for 2007: 86.6 percent

Level of Goal Attainment for 2008: 86.8 percent

Corrections, Department of (Page 2 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	# 511	681	32	169	847	13	2253	25.9	9.4	25.9	NO	1.9	NO	263	295	21	91	329	6	1005	YES	80.1%	YES
	% 22.7	30.2	1.4	7.5	37.6	0.6	100.0							26.2	29.4	2.1	9.1	32.7	0.6	100.0			
E5	# 16	17		85	61	4	183	4.2	51.3	16.3	NO	4.9	NO	6	6		13	17	2	44	YES	90.5%	YES
	% 8.7	9.3		46.4	33.3	2.2	100.0							13.6	13.6		29.5	38.6	4.5	100.0			
E6	# 7	3	1	54	48	1	114	5.1	44.8	20.4	2.5	NO	NO	3	1		11	15	2	32	51.0%	YES	YES
	% 6.1	2.6	0.9	47.4	42.1	0.9	100.0							9.4	3.1		34.4	46.9	6.3	100.0			
E7	# 80	27		1	5		113	15.1	4.1	1.8	NO	3.2	NO	25	7			1		33	YES	22.1%	YES
	% 70.8	23.9		0.9	4.4		100.0							75.8	21.2			3.0		100.0			
E8A	# 40	12	1	6	16		75	11.2	26.6	15.3	NO	18.6	NO	5	2		1	1		9	YES	30.0%	YES
	% 53.3	16.0	1.3	8.0	21.3		100.0							55.6	22.2		11.1	11.1		100.0			
E8B	# 20	38	5	11	58	2	134	11.5	25.8	32.8	NO	17.6	NO	11	9	1	6	24	1	52	YES	31.7%	YES
	% 14.9	28.4	3.7	8.2	43.3	1.5	100.0							21.2	17.3	1.9	11.5	46.2	1.9	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 89.8 percent

Level of Goal Attainment for 2007: 86.6 percent

Level of Goal Attainment for 2008: 86.8 percent

Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
E1	#	2			2	1		5	4.3	34.6	5.1	4.3	NO	NO	1				1			2	0.0%*	YES	YES
	%	40.0			40.0	20.0		100.0							50.0				50.0			100.0			
E2	#	15	4		21	3		43	5.6	38.5	11.2	NO	NO	4.2	4	4		8	1		17	YES	YES	62.5%	
	%	34.9	9.3		48.8	7.0		100.0							23.5	23.5		47.1	5.9		100.0				
E2A	#	2	1		3	1		7	4.3	32.6	7.4	NO	NO	NO								YES	YES	YES	
	%	28.6	14.3		42.9	14.3		100.0																	
E2B	#	15	3	1	8	3		30	5.5	28.0	8.9	NO	1.3	NO								YES	95.4%*	YES	
	%	50.0	10.0	3.3	26.7	10.0		100.0																	
E5 and E6	#		1		5	1		7	1.0	68.7	14.2	NO	NO	NO		1		1	1		3	YES	YES	YES	
	%		14.3		71.4	14.3		100.0							33.3		33.3	33.3			100.0				
E7	#	10	2		2	2		16	39.6	3.7	11.1	27.1	NO	NO	1						1	31.6%	YES	YES	
	%	62.5	12.5		12.5	12.5		100.0							100.0						100.0				
E8	#		1					1	29.0	2.8	41.7	NO	2.8	41.7								YES	0.0%*	0.0%*	
	%		100.0					100.0																	
	#																								
	%																								
	#																								
	%																								

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006:
 Level of Goal Attainment for 2007: **First Year of Reporting**
 Level of Goal Attainment for 2008: 93.9 percent

Deaf and Blind, School for the

Interim President: Carol Mabry

EEO Officer: Cindy Gass

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2		3	1		6	5.8	33.0	9.6	NO	NO	NO		1		2	1		4	YES	YES	YES
	%	33.3		50.0	16.7		100.0								25.0		50.0	25.0		100.0			
E2	#	42	3		126	23	194	4.6	47.5	11.8	3.1	NO	NO	6			21	5		32	32.6%	YES	YES
	%	21.6	1.5		64.9	11.9	100.0							18.8			65.6	15.6		100.0			
E3	#	4		3	2		9	5.6	30.6	10.1	5.6	NO	NO	1						1	0.0%*	YES	YES
	%	44.4		33.3	22.2		100.0							100.0						100.0			
E5	#	10	8		51	50	119	7.4	42.4	19.3	0.7	NO	NO	3	1		13	5	1	23	90.5%*	YES	YES
	%	8.4	6.7		42.9	42.0	100.0							13.0	4.3		56.5	21.7	4.3	100.0			
E6	#			19	3		22	0.4	69.7	10.2	0.4	NO	NO				6			6	0.0%*	YES	YES
	%			86.4	13.6		100.0										100.0			100.0			
E7	#	11	1				12	8.9	5.1	1.4	0.6	5.1	1.4	1						1	93.3%*	0.0%*	0.0%*
	%	91.7	8.3				100.0							100.0						100.0			
E8	#	3	3		4	9	19	18.7	35.8	13.0	2.9	14.7	NO	1	1			4		6	84.5%*	58.9%	YES
	%	15.8	15.8		21.1	47.4	100.0							16.7	16.7			66.7		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 95.6 percent
 Level of Goal Attainment for 2007: 93.6 percent
 Level of Goal Attainment for 2008: 91.8 percent

Disabilities and Special Needs (Statewide)

Agency Director: Stan Butkus PhD

EEO Officer: Deirdre Blake-Sayers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 28	5		19	4		56	12.0	33.5	19.9	3.1	NO	12.8	3			3	1		7	74.2%	YES	35.7%
	% 50.0	8.9		33.9	7.1		100.0							42.9			42.9	14.3		100.0			
E2	# 51	19	2	142	98	7	319	12.5	30.0	29.8	6.5	NO	NO	5	3		19	14	1	42	48.0%	YES	YES
	% 16.0	6.0	0.6	44.5	30.7	2.2	100.0							11.9	7.1		45.2	33.3	2.4	100.0			
E3	# 18	4	1	60	38	4	125	21.3	39.1	39.9	18.1	NO	9.5	4	3	1	58	43	1	110	15.0%	YES	76.2%
	% 14.4	3.2	0.8	48.0	30.4	3.2	100.0							3.6	2.7	0.9	52.7	39.1	0.9	100.0			
E4 and E7	# 33	10		2	1		46	7.7	2.3	8.1	NO	NO	5.9	3	1		1			5	YES	YES	27.2%
	% 71.7	21.7		4.3	2.2		100.0							60.0	20.0		20.0			100.0			
E5	# 29	187	5	109	961	6	1297	12.4	30.6	56.7	NO	22.2	NO	8	44	1	51	205	2	311	YES	27.5%	YES
	% 2.2	14.4	0.4	8.4	74.1	0.5	100.0							2.6	14.1	0.3	16.4	65.9	0.6	100.0			
E6	# 1	1		42	52	3	99	2.1	55.2	22.1	1.1	12.8	NO				3			3	47.6%	76.8%	YES
	% 1.0	1.0		42.4	52.5	3.0	100.0										100.0			100.0			
E8	# 21	38		24	109	5	197	22.4	9.2	16.6	3.1	NO	NO	4	4		5	3		16	86.2%	YES	YES
	% 10.7	19.3		12.2	55.3	2.5	100.0							25.0	25.0		31.3	18.8		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 85.2 percent

Level of Goal Attainment for 2007: 81.5 percent

Level of Goal Attainment for 2008: 76.9 percent

Disabilities and Special Needs (Central Office & Midlands)

Agency Director: Stan Butkus, PhD

EEO Officer: Deirdre Blake-Sayers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	3		16	4		40	15.0	35.3	15.8	7.5	NO	5.8	2			2			4	50.0%	YES	63.3%
	% 42.5	7.5		40.0	10.0		100.0							50.0			50.0			100.0			
E2	# 21	8	1	48	43	6	127	10.6	31.0	28.3	4.3	NO	NO	1			2	3		6	59.4%	YES	YES
	% 16.5	6.3	0.8	37.8	33.9	4.7	100.0							16.7			33.3	50.0		100.0			
E3	# 16	3	1	16	10	4	50	51.5	59.3	28.1	45.5	27.3	8.1	3		1	7	10	3	24	11.7%	54.0%	71.2%
	% 32.0	6.0	2.0	32.0	20.0	8.0	100.0							12.5		4.2	29.2	41.7	12.5	100.0			
E5	# 3	70		9	212	2	296	24.3	20.0	54.5	0.7	17.0	NO	1				4		5	97.1%	15.0%	YES
	% 1.0	23.6		3.0	71.6	0.7	100.0							20.0				80.0		100.0			
E6	# 1			10	26	2	39	0.8	63.0	18.6	0.8	37.4	NO								0.0%	40.6%	YES
	% 2.6			25.6	66.7	5.1	100.0																
E7	# 5	4		1			10	10.0	6.3	1.1	NO	NO	1.1								YES	YES	0.0%
	% 50.0	40.0		10.0			100.0																
E8	# 4	10				20	34	26.4	8.0	5.5	NO	8.0	5.5								YES	0.0%	0.0%
	% 11.8	29.4				58.8	100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 86.8 percent

Level of Goal Attainment for 2007: 76.1 percent

Level of Goal Attainment for 2008: 66.4 percent

Disabilities and Special Needs (Whitten, Coastal and Pee Dee)

Agency Director: Stan Butkus PhD

EEO Officer: Wayne D. Blanton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	2		2	1		16	7.9	31.0	25.5	NO	18.5	19.2	1						1	YES	40.3%	24.7%
	% 68.8	12.5		12.5	6.3		100.0							100.0						100.0			
E2	# 29	10	1	91	54	1	186	13.7	29.4	42.3	8.3	NO	13.3	1	2		2	5	1	11	39.4%	YES	68.6%
	% 15.6	5.4	0.5	48.9	29.0	0.5	100.0							9.1	18.2		18.2	45.5	9.1	100.0			
E3	# 2	1		44	25		72	7.6	29.8	45.3	6.2	NO	10.6	1			25	24		50	18.4%	YES	76.6%
	% 2.8	1.4		61.1	34.7		100.0							2.0			50.0	48.0		100.0			
E4 and E7	# 28	6		1	1		36	6.8	0.8	10.7	NO	NO	7.9	1						1	YES	YES	26.2%
	% 77.8	16.7		2.8	2.8		100.0							100.0						100.0			
E5	# 25	112	5	96	732	4	974	8.4	34.1	57.5	NO	24.2	NO		1		17	15		33	YES	29.0%	YES
	% 2.6	11.5	0.5	9.9	75.2	0.4	100.0								3.0		51.5	45.5		100.0			
E6	#	1		33	26	1	61	2.8	50.9	24.1	1.2	NO	NO				2			2	57.1%	YES	YES
	%	1.6		54.1	42.6	1.6	100.0										100.0			100.0			
E8	# 18	28		24	88	5	163	21.6	9.4	18.7	4.4	NO	NO				2			2	79.6%	YES	YES
	% 11.0	17.2		14.7	54.0	3.1	100.0										100.0			100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 80.3 percent

Level of Goal Attainment for 2007: 73.5 percent

Level of Goal Attainment for 2008: 74.3 percent

Education, Department of

Agency Director: Dr. James H. Rex

EEO Officer: Michael E. Addison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	3		13	4		31	5.1	38.0	11.3	NO	NO	NO	3	2		5	1		11	YES	YES	YES
	% 35.5	9.7		41.9	12.9		100.0							27.3	18.2		45.5	9.1		100.0			
E2A	# 54	12	1	104	40	7	218	5.8	41.2	14.8	0.3	NO	NO	8	2		25	14		49	94.8%	YES	YES
	% 24.8	5.5	0.5	47.7	18.3	3.2	100.0							16.3	4.1		51.0	28.6		100.0			
E2B	# 20	6	1	27	20		74	4.3	30.3	7.1	NO	NO	NO	1	1		8	1		11	YES	YES	YES
	% 27.0	8.1	1.4	36.5	27.0		100.0							9.1	9.1		72.7	9.1		100.0			
E2C	# 50	2	28	18			98	7.5	21.8	5.0				7			9	5		21	26.7%	84.4%	0.0%
	% 51.0	2.0	28.6	18.4			100.0				5.5	3.4	5.0	33.3			42.9	23.8		100.0			
E3	# 12	1		11	5		29	5.6	32.6	7.8					1		2	1		4	60.7%	YES	YES
	% 41.4	3.4		37.9	17.2		100.0				2.2	NO	NO		25.0		50.0	25.0		100.0			
E5	#	1		28	16	1	46	7.4	34.4	18.2	5.2	NO	NO				2	4		6	29.7%	YES	YES
	%	2.2		60.9	34.8	2.2	100.0										33.3	66.7		100.0			
E6	# 1	2		45	24		72	1.4	56.3	26.6	NO	NO	NO	1	2		9	3		15	YES	YES	YES
	% 1.4	2.8		62.5	33.3		100.0							6.7	13.3		60.0	20.0		100.0			
E7	# 248	114	6	29	3		400	17.2	3.1	2.6	NO	NO	1.8	37	11	3	2			53	YES	YES	30.8%
	% 62.0	28.5	1.5	7.3	0.8		100.0							69.8	20.8	5.7	3.8			100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 85.9 percent

Level of Goal Attainment for 2007: 90.7 percent

Level of Goal Attainment for 2008: 84.5 percent

South Carolina Education Lottery

Agency Director: Ernie Passailaigue

EEO Officer: Ernestine Middleton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	4		4	2		18	3.1	24.3	3.4	NO	2.1	NO								YES	91.4%	YES
	% 44.4	22.2		22.2	11.1		100.0																
E2	# 18	11	2	27	15	2	75	5.2	32.3	6.7	NO	NO	NO				4		1	5	YES	YES	YES
	% 24.0	14.7	2.7	36.0	20.0	2.7	100.0										80.0		20.0	100.0			
E3	# 8	2		4	3		17	5.0	31.5	8.2	NO	8.0	NO								YES	74.6%	YES
	% 47.1	11.8		23.5	17.6		100.0																
E5	# 2	2		11	10	1	26	6.2	45.7	8.7	NO	3.4	NO	2			4	2		8	YES	92.6%	YES
	% 7.7	7.7		42.3	38.5	3.8	100.0							25.0			50.0	25.0		100.0			
E6	# 1	2		4	3		10	1.0	72.2	14.3	NO	32.2	NO				1	1		2	YES	55.4%	YES
	% 10.0	20.0		40.0	30.0		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 93.0 percent

Level of Goal Attainment for 2007: 94.7 percent

Level of Goal Attainment for 2008: 94.3 percent

Educational Television

Agency Director: Moss Bresnahan

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			4			7	5.7	16.9	4.1	5.7 *	NO	4.1 *								0.0% *	YES	0.0% *
	% 42.9			57.1			100.0																
E2A	# 54	7	1	14	3		79	5.8	18.7	5.0	NO	1.0	1.2 *	5			3			8	YES	94.7% *	76.0% *
	% 68.4	8.9	1.3	17.7	3.8		100.0							62.5			37.5			100.0			
E2B	# 14	5		11	5		35	4.5	22.4	4.6	NO	NO	NO	1	1		2	1		5	YES	YES	YES
	% 40.0	14.3		31.4	14.3		100.0							20.0	20.0		40.0	20.0		100.0			
E2C	# 7	1		9	7	1	25	6.0	21.4	3.0	2.0 *	NO	NO	1	1		1	1		4	66.7% *	YES	YES
	% 28.0	4.0		36.0	28.0	4.0	100.0							25.0	25.0		25.0	25.0		100.0			
E3	# 26	8	1	9	4		48	6.4	17.3	7.6	NO	NO	NO	2		1	1			4	YES	YES	YES
	% 54.2	16.7	2.1	18.8	8.3		100.0							50.0		25.0	25.0			100.0			
E5 and E6	# 2	2		9	6		19	9.9	43.3	17.0	NO	NO	NO				1			1	YES	YES	YES
	% 10.5	10.5		47.4	31.6		100.0										100.0			100.0			
E7	# 3						3	33.1	2.7	0.6	33.1 *	2.7 *	0.6 *	1						1	0.0% *	0.0% *	0.0% *
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 94.2 percent
 Level of Goal Attainment for 2007: 82.4 percent
 Level of Goal Attainment for 2008: 96.1 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 1			4	2		7	5.8	21.3	4.8	5.8	NO	NO					1		1	0.0%	YES	YES
	% 14.3			57.1	28.6		100.0											100.0		100.0			
E3, E5 and E6	# 4	2		4	1		11	5.2	44.1	17.1	NO	7.7	8.0	1	1					2	YES	82.5%	53.2%
	% 36.4	18.2		36.4	9.1		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.8 percent
 Level of Goal Attainment for 2007: 98.5 percent
 Level of Goal Attainment for 2008: 87.2 percent

Employment Security Commission

Agency Director: Roosevelt T. Halley

EEO Officer: Jamie D. Suber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1					5	7.4	35.8	16.0	NO	35.8	16.0								YES	0.0%	0.0%
	% 80.0	20.0					100.0																
E2A	# 55	33	1	110	112	11	322	6.8	40.7	25.9	NO	6.5	NO	10	10		22	17	2	61	YES	84.0%	YES
	% 17.1	10.2	0.3	34.2	34.8	3.4	100.0							16.4	16.4		36.1	27.9	3.3	100.0			
E2B and E4	# 32	20	2	81	60	1	196	9.2	37.6	26.4	NO	NO	NO	9	2		15	9		35	YES	YES	YES
	% 16.3	10.2	1.0	41.3	30.6	0.5	100.0							25.7	5.7		42.9	25.7		100.0			
E2C	# 42	14		54	33		143	8.4	36.1	24.0	NO	NO	0.9	3	3		8	6		20	YES	YES	96.3%
	% 29.4	9.8		37.8	23.1		100.0							15.0	15.0		40.0	30.0		100.0			
E2D	# 21	7		23	11		62	7.5	35.4	16.7	NO	NO	NO	4	3		2	1		10	YES	YES	YES
	% 33.9	11.3		37.1	17.7		100.0							40.0	30.0		20.0	10.0		100.0			
E3	# 35	8	1	12	18		74	10.8	24.0	10.3	0.0	7.8	NO	6		1		2		9	YES	67.5%	YES
	% 47.3	10.8	1.4	16.2	24.3		100.0							66.7		11.1		22.2		100.0			
E6 and E7	# 5	3		45	23		76	5.0	52.2	17.0	1.1	NO	NO	1			11	13		25	78.0%	YES	YES
	% 6.6	3.9		59.2	30.3		100.0							4.0			44.0	52.0		100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 97.0 percent

Level of Goal Attainment for 2007: 91.3 percent

Level of Goal Attainment for 2008: 91.3 percent

Financial Institutions, Board of

Agency Director: Converse A. Chellis III, CPA

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	2.4	42.5	5.5	2.4	9.2	5.5							100.0	0.0%	78.4%	0.0%
	% 66.7			33.3			100.0																
E2	# 10	3		7	3		23	5.6	45.3	8.9	NO	14.9	NO	3			1			4	YES	67.1%	YES
	% 43.5	13.0		30.4	13.0		100.0							75.0			25.0			100.0			
E5 and E6	#			2			2	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 86.9 percent
 Level of Goal Attainment for 2007: 87.4 percent
 Level of Goal Attainment for 2008: 89.1 percent

Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lisa K. McCloud

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13		1	1	2		17	4.5	33.8	1.6	4.5 *	27.9	NO	2		1				3	0.0% *	17.5%	YES
	% 76.5		5.9	5.9	11.8		100.0							66.7		33.3				100.0			
E2,E2A and E2B	# 60	2		22			84	2.3	16.7	6.0	NO	NO	6.0	15			4			19	YES	YES	0.0%
	% 71.4	2.4		26.2			100.0							78.9			21.1			100.0			
E3	# 32	1		2			35	6.5	3.0	2.3				5						5	44.6%	YES	0.0% *
	% 91.4	2.9		5.7			100.0				3.6	NO	2.3	100.0						100.0			
E4	# 150	17	1	3			171	8.1	1.0	0.9	NO	NO	0.9	23						23	YES	YES	0.0%
	% 87.7	9.9	0.6	1.8			100.0							100.0						100.0			
E5	#			6	1		7	3.2	61.2	13.2	3.2 *						1	1		2	0.0% *	YES	YES
	%			85.7	14.3		100.0										50.0	50.0		100.0			
E6	# 5			31	4		40	5.7	35.3	22.3	5.7	NO	12.3	1			5	1		7	0.0%	YES	44.8%
	% 12.5			77.5	10.0		100.0							14.3			71.4	14.3		100.0			
E7	# 15	5		2			22	0.1	12.2	0.1	NO	3.1 *	0.1 *	2	1		1			4	YES	74.6% *	0.0% *
	% 68.2	22.7		9.1			100.0							50.0	25.0		25.0			100.0			
E8	# 2						2	38.9	13.8	12.1	38.9 *	13.8 *	12.1 *								0.0% *	0.0% *	0.0% *
	% 100.0						100.0																

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 69.4 percent

Level of Goal Attainment for 2007: 66.9 percent

Level of Goal Attainment for 2008: 69.5 percent

Governor's Office

Agency Director: Dr. Larry Barker

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		8	6		20	5.2	28.9	19.3	0.2	NO	NO								96.2%	YES	YES
	% 25.0	5.0		40.0	30.0		100.0																
E2 and E2A	# 15	4		37	12		68	5.9	33.1	13.4	0.0	NO	NO	4			7	3		14	YES	YES	YES
	% 22.1	5.9		54.4	17.6		100.0							28.6			50.0	21.4		100.0			
E2B	# 9	3		29	42		83	15.9	28.3	12.3	12.3	NO	NO	3			5	6		14	22.6%	YES	YES
	% 10.8	3.6		34.9	50.6		100.0							21.4			35.7	42.9		100.0			
E3	# 4	1		3	1		9	10.8	24.4	7.7	NO	NO	NO		1					1	YES	YES	YES
	% 44.4	11.1		33.3	11.1		100.0								100.0					100.0			
E5,E6 and E8	# 5	3		13	12		33	5.8	41.9	17.9	NO	2.5	NO	4			3	2		9	YES	94.0%	YES
	% 15.2	9.1		39.4	36.4		100.0							44.4			33.3	22.2		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 92.7 percent

Level of Goal Attainment for 2007: 94.8 percent

Level of Goal Attainment for 2008: 94.2 percent

Governor's School for Arts and Humanities

President: Bruce Halverson
EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1			2	8.7	40.6	9.3	8.7	NO	9.3								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
E2	# 23	3		26	4	1	57	4.2	52.1	6.4	NO	6.5	NO	1	1		4		1	7	YES	87.5%	YES
	% 40.4	5.3		45.6	7.0	1.8	100.0							14.3	14.3		57.1		14.3	100.0			
E4, E5, E6, E7 and	# 6	4		8	7		25	2.8	61.4	6.7	NO	29.4	NO				1			1	YES	52.1%	YES
	% 24.0	16.0		32.0	28.0		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.1 percent
Level of Goal Attainment for 2007: 87.5 percent
Level of Goal Attainment for 2008: 91.4 percent

Governor's School for Science and Mathematics

President: Murray W. Brockman

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2	# 7	2	1	4	1		15	6.7	35.4	14.0	NO	8.7	7.3								YES	75.4%	47.9%	
	% 46.7	13.3	6.7	26.7	6.7		100.0																	
C6	# 6		2	4	1	1	14	5.9	41.2	14.9	5.9 *	12.6	7.8	1						1	0.0% *	69.4%	47.7%	
	% 42.9		14.3	28.6	7.1	7.1	100.0							100.0						100.0				
E3, E5 and E6	#			4	1		5	3.3	56.4	13.9	3.3 *	NO	NO								0.0% *	YES	YES	
	%			80.0	20.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 91.3 percent

Level of Goal Attainment for 2007: 86.4 percent

Level of Goal Attainment for 2008: 77.2 percent

Health and Environmental Control, Department of

Agency Director: Earl Hunter

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 156	14	5	120	30	1	326	2.0	30.1	5.8	NO	NO	NO	4	2	1	7	1		15	YES	YES	YES
	% 47.9	4.3	1.5	36.8	9.2	0.3	100.0							26.7	13.3	6.7	46.7	6.7		100.0			
E2A	# 11		2	512	64	4	593	1.7	65.4	10.4	1.7	NO	NO	1			16	3	2	22	0.0%	YES	YES
	% 1.9		0.3	86.3	10.8	0.7	100.0							4.5			72.7	13.6	9.1	100.0			
E2B	# 385	39	9	333	119	12	897	5.7	30.8	6.7	1.3	NO	NO	6			2	3		11	76.4%	YES	YES
	% 42.9	4.3	1.0	37.1	13.3	1.3	100.0							54.5			18.2	27.3		100.0			
E2C	# 265	57	11	439	211	23	1006	8.0	35.1	27.2	2.4	NO	6.2	33	5	3	84	31	21	177	70.4%	YES	77.1%
	% 26.3	5.7	1.1	43.6	21.0	2.3	100.0							18.6	2.8	1.7	47.5	17.5	11.9	100.0		YES	
E3	# 52	16	4	73	44	8	197	3.9	42.6	13.9	NO	5.5	NO	7	1	1	15	8	3	35	YES	87.1%	YES
	% 26.4	8.1	2.0	37.1	22.3	4.1	100.0							20.0	2.9	2.9	42.9	22.9	8.6	100.0			
E5	# 5	3	1	185	115	2	311	1.3	66.5	15.8	0.4	7.0	NO				6	4	1	11	72.9%	89.5%	YES
	% 1.6	1.0	0.3	59.5	37.0	0.6	100.0										54.5	36.4	9.1	100.0			
E6	# 5	8		432	273	22	740	1.9	57.6	19.9	0.8	NO	NO	2	4		35	36	6	83	57.5%	YES	YES
	% 0.7	1.1		58.4	36.9	3.0	100.0							2.4	4.8		42.2	43.4	7.2	100.0			
E7	# 10	3	1	3	1		18	15.1	1.2	0.5	NO	NO	NO	2	1		1	1		5	YES	YES	YES
	% 55.6	16.7	5.6	16.7	5.6		100.0							40.0	20.0		20.0	20.0		100.0			
E8	# 11	13		2			26	19.2	17.9	22.0	NO	14.3	22.0	1	1					2	YES	35.0%	0.0%
	% 42.3	50.0		7.7			100.0							50.0	50.0					100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.9 percent

Level of Goal Attainment for 2007: 87.5 percent

Level of Goal Attainment for 2008: 87.1 percent

Health and Human Services, Department of

Agency Director: Emma Forkner

EEO Officer: Loretta Kistler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	4		20	5	1	37	7.0	28.9	17.2	NO	NO	3.7	2			2			4	YES	YES	78.5%
	% 18.9	10.8		54.1	13.5	2.7	100.0							50.0			50.0			100.0			
E2A	# 24	11		91	59	1	186	5.5	38.4	28.8	NO	NO	NO	1	2		15	6	1	25	YES	YES	YES
	% 12.9	5.9		48.9	31.7	0.5	100.0							4.0	8.0		60.0	24.0	4.0	100.0			
E2B	# 35	24	3	312	274	12	660	5.6	38.8	24.1	2.0	NO	NO	3	5		65	49	4	126	64.3%	YES	YES
	% 5.3	3.6	0.5	47.3	41.5	1.8	100.0							2.4	4.0		51.6	38.9	3.2	100.0			
E3	# 16	5		3	5	2	31	7.5	22.8	10.4	NO	13.1	NO	2			1	2		5	YES	42.5%	YES
	% 51.6	16.1		9.7	16.1	6.5	100.0							40.0			20.0	40.0		100.0			
E5	# 2	5		26	42		75	4.9	45.4	14.5	NO	10.7	NO	1			3	8		12	YES	76.4%	YES
	% 2.7	6.7		34.7	56.0		100.0							8.3			25.0	66.7		100.0			
E6	# 1	5	1	54	59		120	4.4	48.1	20.9	0.2	3.1	NO		1		10	11		22	95.5%*	93.6%	YES
	% 0.8	4.2	0.8	45.0	49.2		100.0								4.5		45.5	50.0		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 90.6 percent

Level of Goal Attainment for 2007: 92.1 percent

Level of Goal Attainment for 2008: 91.7 percent

Commission on Higher Education

Agency Director: Dr. Garrison Walters

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	2		3	1		7	5.4	39.0	13.0	NO	NO	NO								YES	YES	YES
	% 14.3	28.6		42.9	14.3		100.0																
E2	# 1	1		6	4		12	6.6	33.2	10.8	NO	NO	NO								YES	YES	YES
	% 8.3	8.3		50.0	33.3		100.0																
E5 and E6	#				2		2	6.0	47.7	17.0	6.0 *	47.7 *	NO								0.0% *	0.0% *	YES
	%				100.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 100.0 percent
 Level of Goal Attainment for 2007: 89.1 percent
 Level of Goal Attainment for 2008: 100.0 percent

Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Jeffrey L. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 16			1	2		19	2.9	30.8	4.2	2.9	25.5	NO	15				1		16	0.0%	*	17.2%	YES
	% 84.2			5.3	10.5		100.0							93.8				6.3		100.0	100.0	100.0	100.0	
E2	# 5			9		1	15	4.9	27.6	6.8	4.9	NO	6.8						1	1	0.0%	*	YES	0.0%
	% 33.3			60.0		6.7	100.0												100.0	100.0	100.0	100.0	100.0	
E5	# 1			12	2		15	6.0	47.7	17.0	6.0	NO	3.7	8						8	0.0%	*	YES	78.2%
	% 6.7			80.0	13.3		100.0							100.0						100.0	100.0	100.0	100.0	
E6	#			2	1		3	6.0	47.7	17.0	6.0	NO	NO								0.0%	*	YES	YES
	%			66.7	33.3		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 99.7 percent
 Level of Goal Attainment for 2007: 97.3 percent
 Level of Goal Attainment for 2008: 74.4 percent

Insurance, Department of

Agency Director: Scott Richardson

EEO Officer: Benjamin Duncan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	3		6	2	1	19	2.4	30.1	5.1	NO	NO	NO	2				1	1	4	YES	YES	YES
	% 36.8	15.8		31.6	10.5	5.3	100.0							50.0				25.0	25.0	100.0			
E2	# 14	5	1	14	8	2	44	2.3	31.0	8.0	NO	NO	NO	3	1		3	1		8	YES	YES	YES
	% 31.8	11.4	2.3	31.8	18.2	4.5	100.0							37.5	12.5		37.5	12.5		100.0			
E3, E5 and E6	#	1	1	6	11		19	2.1	44.5	21.5	NO	12.9	NO					1		1	YES	71.0%	YES
	%	5.3	5.3	31.6	57.9		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 93.9 percent

Level of Goal Attainment for 2007: 88.8 percent

Level of Goal Attainment for 2008: 96.8 percent

John de la Howe School

Agency Director: Mark S. Williamson

EEO Officer: Angelee T. Williams

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1				4		5	5.9	24.3	22.0	5.9 *	24.3	NO								0.0% *	0.0%	YES
E2 and E3	# 14	13	3	14	38		82	2.0	56.2	21.0	NO	39.1	NO	8	16		17	29		70	YES	30.4%	YES
E5 and E6	#			7	6		13	0.8	66.2	17.1	0.8 *	12.4	NO				2	2		4	0.0% *	81.3%	YES
E7 and E8	# 5	1		2	5		13	22.5	13.2	20.7	14.8	NO	NO	1	1			1		3	34.2%	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 70.6 percent

Level of Goal Attainment for 2007: 70.2 percent

Level of Goal Attainment for 2008: 74.6 percent

Juvenile Justice, Department of

Agency Director: William Byars, Jr.

EEO Officer: Clara Rentz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5	2		4	1		12	2.5	17.3	1.8	NO	NO	NO								YES	YES	YES	
	% 41.7	16.7		33.3	8.3		100.0																	
E2	# 97	83	1	165	197	5	548	6.4	43.0	18.5	NO	12.9	NO	13	16		29	44	2	104	YES	70.0%	YES	
	% 17.7	15.1	0.2	30.1	35.9	0.9	100.0							12.5	15.4		27.9	42.3	1.9	100.0				
E3	# 4	2		3	3		12	4.6	35.8	14.3	NO	10.8	NO	1	1		1			3	YES	69.8%	YES	
	% 33.3	16.7		25.0	25.0		100.0							33.3	33.3		33.3			100.0				
E4	# 59	305	3	67	385	3	822	22.0	15.2	26.2	NO	7.0	NO	30	96	1	27	115	1	270	YES	53.9%	YES	
	% 7.2	37.1	0.4	8.2	46.8	0.4	100.0							11.1	35.6	0.4	10.0	42.6	0.4	100.0				
E5	# 2	4		24	26	1	57	5.0	48.4	17.1	NO	6.3	NO				3	5		8	YES	87.0%	YES	
	% 3.5	7.0		42.1	45.6	1.8	100.0										37.5	62.5		100.0				
E6	# 1	3		41	44		89	4.6	47.2	20.1	1.2	1.1	NO		1		6	10		17	74.2%	97.7%*	YES	
	% 1.1	3.4		46.1	49.4		100.0								5.9		35.3	58.8		100.0				
E7	# 20	6					26	62.6	1.0	1.0			*	2	1					3	36.9%	0.0%*	0.0%*	
	% 76.9	23.1					100.0				39.5	1.0	1.0	66.7	33.3					100.0				
E8	# 4	5		4	29	4	46	19.7	12.5	24.6	8.8	3.8	NO		1		8	2		11	55.3%	69.6%	YES	
	% 8.7	10.9		8.7	63.0	8.7	100.0								9.1		72.7	18.2		100.0				
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 90.6 percent

Level of Goal Attainment for 2007: 88.3 percent

Level of Goal Attainment for 2008: 87.0 percent

Labor, Licensing and Regulation, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	2	1	4	2		15	6.0	24.0	12.0	NO	NO	NO	2	1					3	YES	YES	YES
	% 40.0	13.3	6.7	26.7	13.3		100.0							66.7	33.3					100.0			
E2A	# 40	3	1	25	8		77	7.3	24.2	12.0	3.4	NO	1.6	11		1	4	4		20	53.4%	YES	87.0%
	% 51.9	3.9	1.3	32.5	10.4		100.0							55.0		5.0	20.0	20.0		100.0			
E2B	# 87	13		37	19	1	157	8.5	29.5	12.1	0.2	5.9	0.0	9	3		3	4		19	97.6%*	80.0%	YES
	% 55.4	8.3		23.6	12.1	0.6	100.0							47.4	15.8		15.8	21.1		100.0			
E3	# 7	2		2	5		16	11.1	21.6	16.9	NO	9.1	NO	3				2		5	YES	57.9%	YES
	% 43.8	12.5		12.5	31.3		100.0							60.0				40.0		100.0			
E5	# 1	4		42	27		74	5.4	47.0	23.2	0.0	NO	NO		1		3	3		7	YES	YES	YES
	% 1.4	5.4		56.8	36.5		100.0								14.3		42.9	42.9		100.0			
E6	# 1	2		17	15	1	36	5.5	50.4	18.5	NO	3.2	NO				3			3	YES	93.7%	YES
	% 2.8	5.6		47.2	41.7	2.8	100.0										100.0			100.0			
E7 and E8	# 5	1					6	29.3	6.1	22.5	12.6	6.1	22.5								57.0%*	0.0%*	0.0%*
	% 83.3	16.7					100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 82.0 percent

Level of Goal Attainment for 2007: 86.4 percent

Level of Goal Attainment for 2008: 86.3 percent

Lander University

President: Dr. Daniel Ball
EEO Officer: Laura Ann Wren

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	%	%	%	%	%	%	#	%	#	%	#	%	#	%	%	%	
C1 and E1	#	12			9	1		22	5.9	36.7	9.3	5.9	NO	4.8	1			1			2			
	%	54.5			40.9	4.5		100.0							50.0			50.0			100.0	0.0%	YES	48.4%
C2 and C3	#	19	1	1	12			33	2.4	35.2	6.6	NO	NO	6.6	3			1			4	YES	YES	0.0%
	%	57.6	3.0	3.0	36.4			100.0							75.0			25.0			100.0			
C4	#	9		1	9		2	21	5.7	43.4	8.2	5.7	0.5	8.2								0.0%	98.8%	0.0%
	%	42.9		4.8	42.9		9.5	100.0																
C5	#	25		3	20	2		50	5.6	51.6	11.0	5.6	11.6	7.0	10		2	5			17	0.0%	77.5%	36.4%
	%	50.0		6.0	40.0	4.0		100.0							58.8		11.8	29.4			100.0			
C6, C7 and C9	#	22	1		23		1	47	6.5	45.2	14.2	4.4	NO	14.2	3			7			10	32.3%	YES	0.0%
	%	46.8	2.1		48.9		2.1	100.0							30.0			70.0			100.0			
E2	#	9	2		29	2		42	5.1	47.7	12.3	0.3	NO	7.5	1			4			5	94.1%	YES	39.0%
	%	21.4	4.8		69.0	4.8		100.0							20.0			80.0			100.0			
E3 and E4	#	17	1		5			23	12.0	23.2	7.1	7.7	1.5	7.1	7	1			1		9	35.8%	93.5%	0.0%
	%	73.9	4.3		21.7			100.0							77.8	11.1			11.1		100.0			
E5 and E6	#	4			44			48	2.3	51.2	22.7	2.3	NO	22.7	4			8			12	0.0%	YES	0.0%
	%	8.3			91.7			100.0							33.3			66.7			100.0			
E7	#	24	1	1	1			27	12.6	1.9	1.4	8.9	NO	1.4	4						4	29.4%	YES	0.0%
	%	88.9	3.7	3.7	3.7			100.0							100.0						100.0			
E8	#	12	5		3	9	1	30	25.7	10.6	9.9	9.0	0.6	NO		1		1			2	65.0%	94.3%	YES
	%	40.0	16.7		10.0	30.0	3.3	100.0								50.0		50.0			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column #

4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 57.0 percent

Level of Goal Attainment for 2007: 62.1 percent

Level of Goal Attainment for 2008: 61.8 percent

Law Enforcement Division, State

Agency Director: Reginald I. Lloyd

EEO Officer: Lynn Hutto

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 22	4	2	3	3		34	19.6	9.3	3.0	7.8	0.5	NO	6	1					7	60.2%	94.6%	YES
	% 64.7	11.8	5.9	8.8	8.8		100.0							85.7	14.3					100.0			
E2A	# 59	6	2	19	7	1	94	16.3	15.6	4.2	9.9	NO	NO	6			3			9	39.3%	YES	YES
	% 62.8	6.4	2.1	20.2	7.4	1.1	100.0							66.7			33.3			100.0			
E2B	# 26	8		37	8	1	80	4.9	32.9	6.5	NO	NO	NO	6	5	1	9		1	22	YES	YES	YES
	% 32.5	10.0		46.3	10.0	1.3	100.0							27.3	22.7	4.5	40.9		4.5	100.0			
E3	# 10	4	1	43	16	4	78	7.0	35.1	13.0	1.9	NO	NO	1	2		8	3		14	72.9%	YES	YES
	% 12.8	5.1	1.3	55.1	20.5	5.1	100.0							7.1	14.3		57.1	21.4		100.0			
E4A	# 77	16	1	8	7		109	14.5	8.6	2.1	NO	1.3	NO								YES	84.9%	YES
	% 70.6	14.7	0.9	7.3	6.4		100.0																
E4B	# 91	21	2	28	6	1	149	14.9	9.0	3.2	0.8	NO	NO	32	4		8	2	1	47	94.6%	YES	YES
	% 61.1	14.1	1.3	18.8	4.0	0.7	100.0							68.1	8.5		17.0	4.3	2.1	100.0			
E5	# 2	1		25	2		30	3.2	51.7	27.2	NO	NO	20.5				4	1		5	YES	YES	24.6%
	% 6.7	3.3		83.3	6.7		100.0										80.0	20.0		100.0			
E6	#			10	9		19	7.0	37.2	30.0	7.0	NO	NO								0.0%	YES	YES
	%			52.6	47.4		100.0																
E7 and E8	# 3				1		4	42.6	5.3	11.3	42.6	5.3	NO	1						1	0.0%	0.0%	YES
	% 75.0				25.0		100.0							100.0						100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 82.7 percent

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 83.5 percent

South Carolina State Library

Agency Director: David S. Goble

EEO Officer: Leesa M. Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 3	1		16	3	1	24	2.7	54.2	8.4	NO	NO	NO	3			6	1	1	11			
	% 12.5	4.2		66.7	12.5	4.2	100.0							27.3			54.5	9.1	9.1	100.0	YES	YES	YES
E3 and E5	# 1	1		6	3		11	5.4	49.6	13.6	NO	NO	NO										
	% 9.1	9.1		54.5	27.3		100.0														YES	YES	YES
E6	# 4				1		5	16.7	30.4	25.4	16.7	30.4	5.4								0.0%	0.0%	78.7%
	% 80.0				20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 82.7 percent

Level of Goal Attainment for 2007: 73.9 percent

Level of Goal Attainment for 2008: 84.8 percent

Lieutenant Governor's Office

Agency Director: Andre' Bauer

EEO Officer: Trina Poole

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			5	1		9	2.6	8.5	5.1	2.6	NO	NO				1	1		2	0.0%*	YES	YES
	% 33.3			55.6	11.1		100.0										50.0	50.0		100.0			
E2	# 7	2		10	9		28	4.8	11.7	5.6	NO	NO	NO	2			2	3		7	YES	YES	YES
	% 25.0	7.1		35.7	32.1		100.0							28.6			28.6	42.9		100.0			
E3,E4,E5	#	1		1			2	3.9	5.3	0.1	NO	NO	0.1*								YES	YES	0.0%*
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 66.7 percent
 Level of Goal Attainment for 2007: 92.6 percent
 Level of Goal Attainment for 2008: 100.0 percent

Medical University of South Carolina (Page 1 of 3)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	# 2						2	2.6	17.8	1.9	2.6	17.8	1.9								0.0%	0.0%	0.0%	
	% 100.0						100.0																	
C2	# 31			4			35	2.4	28.9	3.2	2.4	17.5	3.2				1			1	0.0%	39.4%	0.0%	
	% 88.6			11.4			100.0										100.0			100.0				
C3	# 223	2	19	60	1	6	311	0.1	27.3	2.4	NO	8.0	2.1	13						13	YES	70.7%	12.5%	
	% 71.7	0.6	6.1	19.3	0.3	1.9	100.0							100.0						100.0				
C4	# 131	3	18	74	4	6	236	2.1	28.2	2.4				4		2	4	1		11				
	% 55.5	1.3	7.6	31.4	1.7	2.5	100.0				0.8	NO	0.7	36.4		18.2	36.4	9.1		100.0	61.9%	YES	70.8%	
C5	# 229	14	73	222	10	27	575	2.1	29.8	2.6				29		8	16	2	1	56				
	% 39.8	2.4	12.7	38.6	1.7	4.7	100.0				NO	NO	0.9	51.8		14.3	28.6	3.6	1.8	100.0	YES	YES	65.4%	
C6	# 60	2	12	111	8	6	199	2.3	41.0	4.3				4	1	3	13	1	3	25				
	% 30.2	1.0	6.0	55.8	4.0	3.0	100.0				1.3	NO	0.3	16.0	4.0	12.0	52.0	4.0	12.0	100.0	43.5%	YES	93.0%	
C8	# 12	3	5	11		3	34	2.2	35.9	3.7				4	1		2			7				
	% 35.3	8.8	14.7	32.4		8.8	100.0				NO	3.5	3.7	57.1	14.3		28.6			100.0	YES	90.3%	0.0%	
E1A	# 18		1	18	3		40	3.4	38.4	4.3							1			1				
	% 45.0		2.5	45.0	7.5		100.0				3.4	NO	NO				100.0			100.0	0.0%	YES	YES	
E2A	# 77	10	5	297	49	10	448	2.9	49.8	9.2				9			12	4	1	26				
	% 17.2	2.2	1.1	66.3	10.9	2.2	100.0				0.7	NO	NO	34.6			46.2	15.4	3.8	100.0	75.9%	YES	YES	

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 81.1 percent

Level of Goal Attainment for 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Medical University of South Carolina (Page 2 of 3)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2B	# 1			6			7	0.9	69.2	8.7	0.9	NO	8.7							100.0	0.0%*	YES	0.0%*
	% 14.3			85.7			100.0													100.0			
E2C	# 12	4		74	30	2	122	4.6	36.5	18.1	1.3	NO	NO	1			14	2	1	18	71.7%	YES	YES
	% 9.8	3.3		60.7	24.6	1.6	100.0							5.6			77.8	11.1	5.6	100.0			
E2D	# 26	4	3	20	9	2	64	8.6	34.1	1.4	2.3	2.8	NO	4	1		7	3		15	73.3%	91.8%	YES
	% 40.6	6.3	4.7	31.3	14.1	3.1	100.0							26.7	6.7		46.7	20.0		100.0			
E2F	# 6	1	1	2		1	11	6.1	10.9	0.3	NO	NO	0.3	2						2	YES	YES	0.0%*
	% 54.5	9.1	9.1	18.2		9.1	100.0							100.0						100.0			
E2G	# 12	3	1	46	6	1	69	1.6	67.3	7.9	NO	0.6	NO			1	7			8	YES	99.1%*	YES
	% 17.4	4.3	1.4	66.7	8.7	1.4	100.0									12.5	87.5			100.0			
E3A	# 12	3		9	4	1	29	4.6	36.2	11.0	NO	5.2	NO	2	1		1			4	YES	85.6%	YES
	% 41.4	10.3		31.0	13.8	3.4	100.0							50.0	25.0		25.0			100.0			
E3B	# 8	3		2	1		14	8.3	27.7	11.6	NO	13.4	4.5	1						1	YES	51.6%	61.2%*
	% 57.1	21.4		14.3	7.1		100.0							100.0						100.0			
E3C	# 3	6	2	13	4	1	29	4.9	65.1	7.3	NO	20.3	NO		1		1	1		3	YES	68.8%	YES
	% 10.3	20.7	6.9	44.8	13.8	3.4	100.0								33.3		33.3	33.3		100.0			
E3D	# 1	1		18	3	2	25	1.4	81.0	11.8	NO	9.0	NO				2			2	YES	88.9%	YES
	% 4.0	4.0		72.0	12.0	8.0	100.0										100.0			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 81.1 percent

Level of Goal Attainment for 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Medical University of South Carolina (Page 3 of 3)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3E	# 7	2		13	6		28	4.9	53.4	20.9	NO	7.0	NO	2			4	1		7	YES	86.9%	YES
	% 25.0	7.1		46.4	21.4		100.0							28.6			57.1	14.3		100.0			
E3F	# 10	1	6	25	3	3	48	2.8	41.2	5.4	0.7	NO	NO	1		1	1			3	75.0%*	YES	YES
	% 20.8	2.1	12.5	52.1	6.3	6.3	100.0							33.3		33.3	33.3			100.0			
E4A	# 37	14	1	8	2		62	17.3	10.6	5.4	NO	NO	2.2	8	3		1			12	YES	YES	59.3%
	% 59.7	22.6	1.6	12.9	3.2		100.0							66.7	25.0		8.3			100.0			
E5A	# 2	3	1	27	16		49	1.8	74.3	12.2	NO	19.2	NO				3	1		4	YES	74.2%	YES
	% 4.1	6.1	2.0	55.1	32.7		100.0										75.0	25.0		100.0			
E6A	# 23	5	2	208	117	7	362	1.7	77.8	15.9	0.3	20.3	NO	2		1	34	14		51	82.4%	73.9%	YES
	% 6.4	1.4	0.6	57.5	32.3	1.9	100.0							3.9		2.0	66.7	27.5		100.0			
E6B	# 4	2		4	10	1	21	9.6	45.0	27.6	0.1	26.0	NO					1		1	99.0%*	42.2%	YES
	% 19.0	9.5		19.0	47.6	4.8	100.0											100.0		100.0			
E7A	# 76	50	7		4		137	29.1	3.1	4.5	NO	3.1	1.6	14	8	3		2		27	YES	0.0%	64.4%
	% 55.5	36.5	5.1		2.9		100.0							51.9	29.6	11.1		7.4		100.0			
E8A	# 9	23		1	47		80	28.7	12.2	17.2	NO	10.9	NO	2	3			1		6	YES	10.7%	YES
	% 11.3	28.8		1.3	58.8		100.0							33.3	50.0			16.7		100.0			
E8B	# 6	12		1	16		35	56.2	13.7	13.9	21.9	10.8	NO	4	2			3	1	10	61.0%	21.2%	YES
	% 17.1	34.3		2.9	45.7		100.0							40.0	20.0			30.0	10.0	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 81.1 percent

Level of Goal Attainment for 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Medical University Hospital Authority (Page 1 of 2)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#										*		*								%	YES	NO	%
E101	#	6			6			12	2.6	26.7	0.5	2.6	NO	0.5								0.0%	YES	0.0%
	%	50.0			50.0			100.0																
E102	#	9	2		21			32	1.9	23.0	2.1	NO	NO	2.1	1		3			4	YES	YES	0.0%	
	%	28.1	6.3		65.6			100.0							25.0		75.0			100.0				
E204	#	63	4	2	75	7	2	153	3.0	33.0	5.6	0.4	NO	1.0	10	1	12		1	24	86.7%	YES	82.1%	
	%	41.2	2.6	1.3	49.0	4.6	1.3	100.0							41.7	4.2	50.0		4.2	100.0				
E206	#	24	3	2	96	28	1	154	4.3	30.9	7.5	2.4	NO	NO	3		17	5	1	26	44.2%	YES	YES	
	%	15.6	1.9	1.3	62.3	18.2	0.6	100.0							11.5		65.4	19.2	3.8	100.0				
E208	#	8			110	7	2	127	0.5	69.3	8.4	0.5	NO	2.9	1		17	2		20	0.0%	YES	65.5%	
	%	6.3			86.6	5.5	1.6	100.0							5.0		85.0	10.0		100.0				
E209	#	8	2		15			25	2.8	50.2	7.7	NO	NO	7.7			1			1	YES	YES	0.0%	
	%	32.0	8.0		60.0			100.0									100.0			100.0				
E215	#	15	3		47	12	1	78	5.6	42.1	20.0	1.8	NO	4.6	4	1	10	2		17	67.9%	YES	77.0%	
	%	19.2	3.8		60.3	15.4	1.3	100.0							23.5	5.9		58.8	11.8		100.0			
E224	#	22	2	3	87	33	9	156	2.9	51.8	10.0	1.6	NO	NO			1	12	4	1	18	44.8%	YES	YES
	%	14.1	1.3	1.9	55.8	21.2	5.8	100.0									5.6	66.7	22.2	5.6	100.0			
E225	#	103	4	4	234	24	6	375	2.4	47.6	6.0	1.3	NO	NO	23	3	1	57	7	1	92	45.8%	YES	YES
	%	27.5	1.1	1.1	62.4	6.4	1.6	100.0							25.0	3.3	1.1	62.0	7.6	1.1	100.0			
E227	#	134	3	13	1397	144	85	1776	0.1	69.2	9.0	NO	NO	0.9	46	1	3	418	43	25	536	YES	YES	90.0%
	%	7.5	0.2	0.7	78.7	8.1	4.8	100.0							8.6	0.2	0.6	78.0	8.0	4.7	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column #

4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 84.7 percent

Level of Goal Attainment for 2007: 83.7 percent

Level of Goal Attainment for 2008: 86.6 percent

Medical University Hospital Authority (Page 2 of 2)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

E330	#	62	7		20	9	3	101	5.7	24.3	4.1	NO	4.5	NO	17	4		5	1		27	YES	81.5%	YES
	%	61.4	6.9		19.8	8.9	3.0	100.0							63.0	14.8		18.5	3.7		100.0			
E331	#	11	3		27	16	4	61	3.0	57.6	13.1	NO	13.3	NO	2	1		12	7	1	23	YES	76.9%	YES
	%	18.0	4.9		44.3	26.2	6.6	100.0							8.7	4.3		52.2	30.4	4.3	100.0			
E333	#	64	53	7	160	388	22	694	3.8	30.8	46.9	NO	7.7	NO	30	27	3	121	170	8	359	YES	75.0%	YES
	%	9.2	7.6	1.0	23.1	55.9	3.2	100.0							8.4	7.5	0.8	33.7	47.4	2.2	100.0			
E334	#	57	13	6	127	23	7	233	1.4	59.9	9.7	NO	5.4	NO	12	3	3	28	8	1	55	YES	91.0%	YES
	%	24.5	5.6	2.6	54.5	9.9	3.0	100.0							21.8	5.5	5.5	50.9	14.5	1.8	100.0			
E447	#	31	35	3	3	12	1	85	15.1	8.8	3.2	NO	5.3	NO	15	11	1	1	5		33	YES	39.8%	YES
	%	36.5	41.2	3.5	3.5	14.1	1.2	100.0							45.5	33.3	3.0	3.0	15.2		100.0			
E550	#	4			31	58	3	96	5.3	24.9	37.7	5.3	NO	NO				12	9		21	0.0%	YES	YES
	%	4.2			32.3	60.4	3.1	100.0										57.1	42.9		100.0			
E551	#	31	9	3	41	36	2	122	2.6	48.6	22.6	NO	15.0	NO	18	2	2	13	5	1	41	YES	69.1%	YES
	%	25.4	7.4	2.5	33.6	29.5	1.6	100.0							43.9	4.9	4.9	31.7	12.2	2.4	100.0			
E552	#	18	17		33	25		93	7.8	42.8	15.8	NO	7.3	NO	6	7		13	9		35	YES	82.9%	YES
	%	19.4	18.3		35.5	26.9		100.0							17.1	20.0		37.1	25.7		100.0			
E660	#	41	24	5	255	476	23	824	2.7	37.2	33.7	NO	6.3	NO	9	9	1	94	132	11	256	YES	83.1%	YES
	%	5.0	2.9	0.6	30.9	57.8	2.8	100.0							3.5	3.5	0.4	36.7	51.6	4.3	100.0			
E772	#	40	23	5		2		70	15.4	5.9	3.0	NO	5.9	0.1	8	1	2				11	YES	0.0%	96.7%*
	%	57.1	32.9	7.1		2.9		100.0							72.7	9.1	18.2				100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column #

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 84.7 percent

Level of Goal Attainment for 2007: 83.7 percent

Level of Goal Attainment for 2008: 86.6 percent

Mental Health, Department of (Page 1 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 6	1		2	3	1	13	7.9	32.0	12.3	0.2	16.6	NO	1				1		2	97.5%	48.1%	YES
	% 46.2	7.7		15.4	23.1	7.7	100.0							50.0				50.0		100.0			
E1B	# 70	12	6	64	33	2	187	9.0	34.6	10.4	2.6	0.4	NO	8		1	8	4	1	22	71.1%	98.8%	YES
	% 37.4	6.4	3.2	34.2	17.6	1.1	100.0							36.4		4.5	36.4	18.2	4.5	100.0			
E2A	# 58	21	10	167	106	17	379	1.8	52.1	9.9	NO	8.0	NO	9	1	1	27	15	2	55	YES	84.6%	YES
	% 15.3	5.5	2.6	44.1	28.0	4.5	100.0							16.4	1.8	1.8	49.1	27.3	3.6	100.0			
E2B	# 184	157	3	557	527	23	1451	10.9	38.2	25.1	0.1	NO	NO	30	23	1	130	120	4	308	99.1%	YES	YES
	% 12.7	10.8	0.2	38.4	36.3	1.6	100.0							9.7	7.5	0.3	42.2	39.0	1.3	100.0			
E2C	# 70	28	5	255	102	5	465	6.8	36.7	13.0	0.8	NO	NO	11	3		44	21		79	88.2%	YES	YES
	% 15.1	6.0	1.1	54.8	21.9	1.1	100.0							13.9	3.8		55.7	26.6		100.0			
E3A	# 3	5	1	38	42	2	91	5.4	44.1	36.3	NO	2.3	NO		1		6	7	1	15	YES	94.8%	YES
	% 3.3	5.5	1.1	41.8	46.2	2.2	100.0								6.7		40.0	46.7	6.7	100.0			
E3B	# 32	4		43	22	1	102	7.5	27.0	9.8	3.6	NO	NO	1	1		8	6		16	52.0%	YES	YES
	% 31.4	3.9		42.2	21.6	1.0	100.0							6.3	6.3		50.0	37.5		100.0			
E4A	# 21	56	6	6	22		111	29.6	8.4	9.6	NO	3.0	NO	3	23	2	2	7		37	YES	64.3%	YES
	% 18.9	50.5	5.4	5.4	19.8		100.0							8.1	62.2	5.4	5.4	18.9		100.0			
E5A	# 28	99	8	39	380	6	560	8.9	20.3	56.2	NO	13.3	NO	9	26	1	8	78	1	123	YES	34.5%	YES
	% 5.0	17.7	1.4	7.0	67.9	1.1	100.0							7.3	21.1	0.8	6.5	63.4	0.8	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 83.6 percent

Level of Goal Attainment for 2007: 83.8 percent

Level of Goal Attainment for 2008: 86.8 percent

Mental Health, Department of (Page 2 of 2)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	# 20	57	1	152	228	5	463	7.5	50.4	21.1	NO	17.6	NO	8	18		33	40	3	102	YES	65.1%	YES
	% 4.3	12.3	0.2	32.8	49.2	1.1	100.0							7.8	17.6		32.4	39.2	2.9	100.0			
E6A	# 1	6		163	190	3	363	0.3	72.3	14.2	NO	27.4	NO				26	34	1	61	YES	62.1%	YES
	% 0.3	1.7		44.9	52.3	0.8	100.0										42.6	55.7	1.6	100.0			
E6B	# 1	2		49	52	2	106	1.1	60.2	15.4	NO	14.0	NO				6	6		12	YES	76.7%	YES
	% 0.9	1.9		46.2	49.1	1.9	100.0										50.0	50.0		100.0			
E7A and E7B	# 67	27	3	2			99	19.2	3.2	1.7	NO	1.2	1.7	7						7	YES	62.5%	0.0%
	% 67.7	27.3	3.0	2.0			100.0							100.0						100.0			
E8A,B and C	# 23	100	3	14	136	1	277	24.3	11.2	18.4	NO	6.1	NO	1	7		5	5		18	YES	45.5%	YES
	% 8.3	36.1	1.1	5.1	49.1	0.4	100.0							5.6	38.9		27.8	27.8		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 83.6 percent

Level of Goal Attainment for 2007: 83.8 percent

Level of Goal Attainment for 2008: 86.8 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Sherry M. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	2		7	3		20	4.5	26.1	4.9	NO	NO	NO	2						2	YES	YES	YES
	% 40.0	10.0		35.0	15.0		100.0							100.0						100.0			
E2	# 55	12		101	70	1	239	5.1	41.2	8.7	0.1	NO	NO	9	4		16	10		39	98.0%*	YES	YES
	% 23.0	5.0		42.3	29.3	0.4	100.0							23.1	10.3		41.0	25.6		100.0			
E3	# 10	4		8	5		27	5.5	33.8	10.9	NO	4.2	NO	2	1		1	1		5	YES	87.6%	YES
	% 37.0	14.8		29.6	18.5		100.0							40.0	20.0		20.0	20.0		100.0			
E5	# 4	2		46	39		91	0.7	72.3	11.3	NO	21.8	NO	2			12	6		20	YES	69.8%	YES
	% 4.4	2.2		50.5	42.9		100.0							10.0			60.0	30.0		100.0			
E6	# 31	24	2	415	397	13	882	6.3	41.5	25.2	3.6	NO	NO	8	7		49	43		107	42.9%	YES	YES
	% 3.5	2.7	0.2	47.1	45.0	1.5	100.0							7.5	6.5		45.8	40.2		100.0			
E7	# 5	1					6	18.8	2.6	1.7	2.1	2.6	1.7	5	1					6	88.8%*	0.0%*	0.0%*
	% 83.3	16.7					100.0							83.3	16.7					100.0			
E8	# 3	5			2		10	27.0	12.5	9.3	NO	12.5	NO	1	1					2	YES	0.0%	YES
	% 30.0	50.0			20.0		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 88.0 percent

Level of Goal Attainment for 2007: 90.3 percent

Level of Goal Attainment for 2008: 88.8 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Brian Wilcox

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			2	1		6	3.3	24.8	5.0	3.3*	NO	NO								0.0%*	YES	YES
E2 and E3	# 9			10	3		22	5.5	27.4	5.7	5.5	NO	NO				2	1		3	0.0%	YES	YES
E4, E7 and E8	# 3	2			2		7	16.5	12.1	28.0	NO	12.1*	NO	1						1	YES	0.0%*	YES
	% 50.0			33.3	16.7		100.0																
	% 40.9			45.5	13.6		100.0										66.7	33.3		100.0			
	% 42.9	28.6			28.6		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.5 percent

Level of Goal Attainment for 2007: 78.8 percent

Level of Goal Attainment for 2008: 85.7 percent

Natural Resources, Department of

Agency Director: John E. Frampton

EEO Officer: Terri McGee

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 30	3		11	2		46	4.7	26.4	6.3	NO	2.5	2.0	2	3		1	1		7	YES	90.5%	68.3%	
	% 65.2	6.5		23.9	4.3		100.0							28.6	42.9		14.3	14.3		100.0				
E2A	# 35	6		58	16		115	3.8	38.3	11.4	NO	NO	NO	7	1		8	2		18	YES	YES	YES	
	% 30.4	5.2		50.4	13.9		100.0							38.9	5.6		44.4	11.1		100.0				
E2B	# 116	7	3	38	2		166	3.7	21.9	1.7	NO	NO	0.5	14		1	8	1	1	25	YES	YES	70.6%	
	% 69.9	4.2	1.8	22.9	1.2		100.0							56.0		4.0	32.0	4.0	4.0	100.0				
E3	# 85	5	2	15	5	1	113	3.1	15.8	1.2	NO	2.5	NO	22			6			28	YES	84.2%	YES	
	% 75.2	4.4	1.8	13.3	4.4	0.9	100.0							78.6			21.4			100.0				
E4A	# 159	14	1	9	1		184	2.1	6.1	7.4	NO	1.2	6.9	25	1		1			27	YES	80.3%	6.8%	
	% 86.4	7.6	0.5	4.9	0.5		100.0							92.6	3.7		3.7			100.0				
E4B	# 42	6		5	1		54	9.2	5.6	1.0	NO	NO	NO	4	2		1			7	YES	YES	YES	
	% 77.8	11.1		9.3	1.9		100.0							57.1	28.6		14.3			100.0				
E6	# 4			27	11		42	5.2	47.3	17.0	5.2	NO	NO				5	1		6	0.0%	YES	YES	
	% 9.5			64.3	26.2		100.0										83.3	16.7		100.0				
E7	# 12	7		2	2		23	16.8	6.1	3.4	NO	NO	NO	3			1	1		5	YES	YES	YES	
	% 52.2	30.4		8.7	8.7		100.0							60.0			20.0	20.0		100.0				
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 83.7 percent

Level of Goal Attainment for 2007: 89.7 percent

Level of Goal Attainment for 2008: 87.5 percent

SC Department of Parks, Recreation and Tourism

Agency Director: Chad Prosser
EEO Officer: Pamela R. Benjamin

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			6	1		11	4.0	30.7	7.9	4.0	NO	NO								0.0%*	YES	YES
	% 36.4			54.5	9.1		100.0																
E2	# 38	1	1	28	9	1	78	4.4	36.8	11.1	3.1	0.9	NO	3			6	3		12	29.5%	97.6%*	YES
	% 48.7	1.3	1.3	35.9	11.5	1.3	100.0							25.0			50.0	25.0		100.0			
E2A,B,C and D	# 97	9		22			128	62.0	13.2	21.4	55.0	NO	21.4	19	3	1	7			30	11.3%	YES	0.0%
	% 75.8	7.0		17.2			100.0							63.3	10.0	3.3	23.3			100.0			
E3 and E4	# 1			2	2		5	2.6	33.6	3.1	2.6	NO	NO	1						1	0.0%*	YES	YES
	% 20.0			40.0	40.0		100.0							100.0						100.0			
E5 and E5A	# 21	4		56	19	1	101	9.6	39.6	14.6	5.6	NO	NO	3			7	4		14	41.7%	YES	YES
	% 20.8	4.0		55.4	18.8	1.0	100.0							21.4			50.0	28.6		100.0			
E6	# 3			6	3		12	1.3	45.5	26.6	1.3	NO	1.6	1				1		2	0.0%*	YES	94.0%*
	% 25.0			50.0	25.0		100.0							50.0				50.0		100.0			
E7	# 54	5		5	2		66	16.7	11.0	8.3	9.1	3.4	5.3	4	1		1			6	45.5%	69.1%	36.1%
	% 81.8	7.6		7.6	3.0		100.0							66.7	16.7		16.7			100.0			
E8	# 27	17		6	5		55	23.9	13.7	12.8	NO	2.8	3.7	5						5	YES	79.6%	71.1%
	% 49.1	30.9		10.9	9.1		100.0							100.0						100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 77.4 percent

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 75.0 percent

Patriot's Point

Agency Director: Hugh B. Tant, III

EEO Officer: Judith McClinton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 12			7	1		20	3.7	43.3	10.1	3.7 *	8.3	5.1	3			2			5	0.0% *	80.8%	49.5%
	% 60.0			35.0	5.0		100.0							60.0			40.0			100.0			
E3, E5 and E6	# 2			4	1		7	1.5	55.0	19.1	1.5 *										0.0% *	YES	74.9% *
	% 28.6			57.1	14.3		100.0																
E4	#	2		1	1		4	3.4	39.5	4.2											YES	63.3%	YES
	%	50.0		25.0	25.0		100.0				NO	14.5	NO										
E7	# 21	10					31	15.0	6.8	4.0				3	1					4	YES	0.0%	0.0%
	% 67.7	32.3					100.0				NO	6.8	4.0	75.0	25.0					100.0			
E8	# 1	3		4			8	23.4	12.6	17.8					1					1	YES	0.0%	YES
	% 12.5	37.5		50.0			100.0				NO	12.6	NO		100.0					100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 69.5 percent

Level of Goal Attainment for 2007: 61.4 percent

Level of Goal Attainment for 2008: 66.8 percent

Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: Steve Connor

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			1			9	2.8	17.2	2.2	2.8	6.1	2.2								0.0%	64.5%	0.0%
	% 88.9			11.1			100.0																
E2	# 42	8	1	23	2		76	4.7	27.8	5.2	NO	NO	2.6	5	1	1	3	1		11	YES	YES	50.0%
	% 55.3	10.5	1.3	30.3	2.6		100.0							45.5	9.1	9.1	27.3	9.1		100.0			
E3	# 9	4	1	10	1	1	26	8.8	30.2	10.1	NO	NO	6.3	1						1	YES	YES	37.6%
	% 34.6	15.4	3.8	38.5	3.8	3.8	100.0							100.0						100.0			
E4	# 20	13		9	15		57	16.6	12.3	7.3	NO	NO	NO	6	5		1	1		13	YES	YES	YES
	% 35.1	22.8		15.8	26.3		100.0							46.2	38.5		7.7	7.7		100.0			
E5	# 27	8		4	1		40	12.5	12.7	4.0	NO	2.7	1.5								YES	78.7%	62.5%
	% 67.5	20.0		10.0	2.5		100.0																
E6	# 5	1		24	16		46	8.2	41.0	16.6	6.0	NO	NO				2	4		6	26.8%	YES	YES
	% 10.9	2.2		52.2	34.8		100.0										33.3	66.7		100.0			
E7A	# 63	14	2		1		80	16.4	1.0	1.0	NO	1.0	NO	3	3			1		7	YES	0.0%	YES
	% 78.8	17.5	2.5		1.3		100.0							42.9	42.9			14.3		100.0			
E7B	# 105	68	4	9	4	1	191	36.4	7.8	4.5	0.8	3.1	2.4	23	8	1	3	1	1	37	97.8%	60.3%	46.7%
	% 55.0	35.6	2.1	4.7	2.1	0.5	100.0							62.2	21.6	2.7	8.1	2.7	2.7	100.0			
E7C	# 23	10					33	16.4	12.7	5.7	NO	12.7	5.7	6	4					10	YES	0.0%	0.0%
	% 69.7	30.3					100.0							60.0	40.0					100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 73.9 percent
 Level of Goal Attainment for 2007: 71.5 percent
 Level of Goal Attainment for 2008: 76.0 percent

Probation, Parole & Pardon Services, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 6	3	1	2	6		18	8.4	23.7	28.6	NO	12.6	NO							2				
	% 33.3	16.7	5.6	11.1	33.3		100.0													100.0				100.0
E2 and E2A	# 200	91	8	161	117	4	581	20.1	20.7	19.8	4.4	NO	NO	13	5	2	10	8	2	40	78.1%	YES	YES	
	% 34.4	15.7	1.4	27.7	20.1	0.7	100.0							32.5	12.5	5.0	25.0	20.0	5.0	100.0				
E3	# 4	5		8	1	2	20	7.4	30.9	14.4	NO	NO	9.4								YES	YES	34.7%	
	% 20.0	25.0		40.0	5.0	10.0	100.0																	
E5	# 2			72	35	2	111	10.9	38.9	24.2	10.9	NO	NO	1			6	1		8	0.0%	YES	YES	
	% 1.8			64.9	31.5	1.8	100.0							12.5			75.0	12.5		100.0				
E6 and E8	# 3			1	1		5	22.7	21.1	14.7	22.7	1.1	NO								0.0%	94.8%	YES	
	% 60.0			20.0	20.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 86.3 percent
 Level of Goal Attainment for 2007: 87.9 percent
 Level of Goal Attainment for 2008: 77.0 percent

South Carolina Department of Public Safety

Agency Director: Mark A Keel

EEO Officer: W. Alex Belk

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
E1	#	5	3		1			9	3.8	29.5	2.7	NO	18.4	2.7											
	%	55.6	33.3		11.1			100.0															YES	37.6%	0.0%
E2A	#	20	7	1	27	10	1	66	4.2	38.7	9.2	NO	NO	NO	1	1		3	1			6	YES	YES	YES
	%	30.3	10.6	1.5	40.9	15.2	1.5	100.0							16.7	16.7		50.0	16.7			100.0			
E2B	#	231	49	6	6	5		297	20.6	8.5	3.0	4.1	6.5	1.3	37	10	1	2	2			52	80.1%	23.5%	56.7%
	%	77.8	16.5	2.0	2.0	1.7		100.0							71.2	19.2	1.9	3.8	3.8			100.0			
E2C	#	11	2	1	29	13	3	59	5.9	41.4	12.6	2.5	NO	NO	2		1	6	4			13	57.6%	YES	YES
	%	18.6	3.4	1.7	49.2	22.0	5.1	100.0							15.4		7.7	46.2	30.8			100.0			
E3	#	35	12	1	58	30	1	137	9.0	32.1	8.9	0.2	NO	NO	8			12	1			21	97.8%	YES	YES
	%	25.5	8.8	0.7	42.3	21.9	0.7	100.0							38.1			57.1	4.8			100.0			
E4	#	690	96	19	21	12		838	15.1	8.9	3.2	3.6	6.4	1.8	108	21	5	2	2			138	76.2%	28.1%	43.8%
	%	82.3	11.5	2.3	2.5	1.4		100.0							78.3	15.2	3.6	1.4	1.4			100.0			
E5	#				26	16		42	0.7	71.8	10.8	0.7	9.9	NO				4	6			10	0.0%	86.2%	YES
	%				61.9	38.1		100.0										40.0	60.0			100.0			
E6	#	3	1		11	7		22	6.7	36.6	33.0	2.2	NO	1.2	1			2	2	1		6	67.2%	YES	96.4%
	%	13.6	4.5		50.0	31.8		100.0							16.7			33.3	33.3	16.7		100.0			
E7	#	13	5					18	33.8	7.5	2.5	6.0	7.5	2.5	6	2						8	82.2%	0.0%	0.0%
	%	72.2	27.8					100.0							75.0	25.0						100.0			
E8	#	5	5		2			12	24.1	15.8	14.4	NO	NO	14.4									YES	YES	0.0%
	%	41.7	41.7		16.7			100.0																	

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.4 percent

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 75.3 percent

Public Service Commission

Agency Director: Charles L. A. Terreni

EEO Officer: Carolyn C. Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 4			1	3		8	4.2	26.3	6.5	4.2 *	13.8	NO								0.0% *	47.5%	YES	
	% 50.0			12.5	37.5		100.0											1		1				
E2	# 5			9	3		17	2.7	35.4	8.8	2.7 *	NO	NO							100.0	100.0	0.0% *	YES	YES
	% 29.4			52.9	17.6		100.0																	
E3 and E5	# 1	1		3	1		6	7.5	52.5	22.8	NO	2.5 *	6.1 *								YES	95.2% *	73.2% *	
	% 16.7	16.7		50.0	16.7		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.4 percent
 Level of Goal Attainment for 2007: 82.3 percent
 Level of Goal Attainment for 2008: 88.0 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			5			8	6.1	21.7	6.4	6.1	NO	6.4								0.0%*	YES	0.0%*
	% 37.5			62.5			100.0																
E2	# 15	3	1	20	3	1	43	5.7	34.6	11.8	NO	NO	4.8	2	2		4			8	YES	YES	59.3%
	% 34.9	7.0	2.3	46.5	7.0	2.3	100.0							25.0	25.0		50.0			100.0			
E3	# 7			1			8	3.3	28.6	16.3	3.3	16.1	16.3								0.0%*	43.7%	0.0%
	% 87.5			12.5			100.0																
E5	#			3	1		4	0.2	61.0	20.8	0.2	NO	NO								0.0%*	YES	YES
	%			75.0	25.0		100.0																
E6	#			1			1	1.3	61.0	20.8	1.3	NO	20.8								0.0%*	YES	0.0%*
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 99.5 percent

Level of Goal Attainment for 2007: 89.3 percent

Level of Goal Attainment for 2008: 78.1 percent

SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 20	3		12	3		38	5.7	33.5	9.4	NO	1.9	1.5	1				1		2	YES	94.3%	84.0%
	% 52.6	7.9		31.6	7.9		100.0							50.0				50.0		100.0			
E2	# 132	19	3	138	42	5	339	5.2	38.2	15.6	NO	NO	3.2	14	2		22	5	3	46	YES	YES	79.5%
	% 38.9	5.6	0.9	40.7	12.4	1.5	100.0							30.4	4.3		47.8	10.9	6.5	100.0			
E3	# 17	7	1	19	6	2	52	7.5	34.3	12.8	NO	NO	1.3	5	1		1	3	1	11	YES	YES	89.8%
	% 32.7	13.5	1.9	36.5	11.5	3.8	100.0							45.5	9.1		9.1	27.3	9.1	100.0			
E5	# 11	5		49	35	2	102	2.6	44.8	26.4	NO	NO	NO	3	1		10	8		22	YES	YES	YES
	% 10.8	4.9		48.0	34.3	2.0	100.0							13.6	4.5		45.5	36.4		100.0			
E6	# 4	7		60	35	1	107	4.8	37.8	28.4	NO	NO	NO	2	3		8	8		21	YES	YES	YES
	% 3.7	6.5		56.1	32.7	0.9	100.0							9.5	14.3		38.1	38.1		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 92.5 percent
 Level of Goal Attainment for 2007: 95.4 percent
 Level of Goal Attainment for 2008: 96.5 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	1		4			23	3.8	16.4	3.6	NO	NO	3.6 *		2					2	YES	YES	0.0% *
	% 78.3	4.3		17.4			100.0								100.0					100.0			
E2	# 295	33	7	136	24	1	496	6.1	13.1	2.9	NO	NO	NO	37	3	2	18	4	2	66	YES	YES	YES
	% 59.5	6.7	1.4	27.4	4.8	0.2	100.0							56.1	4.5	3.0	27.3	6.1	3.0	100.0			
E3	# 108	12		30	10	3	163	8.0	15.6	5.0	0.6 *	NO	NO	6			2	2		10	92.5% *	YES	YES
	% 66.3	7.4		18.4	6.1	1.8	100.0							60.0			20.0	20.0		100.0			
E6	# 38	14	1	115	32	1	201	6.5	52.5	10.1	NO	NO	NO	4	2		5	1	1	13	YES	YES	YES
	% 18.9	7.0	0.5	57.2	15.9	0.5	100.0							30.8	15.4		38.5	7.7	7.7	100.0			
E7	# 664	189	4	30	18	2	907	13.1	2.9	2.6	NO	NO	0.6	93	22		2	2		119	YES	YES	76.9%
	% 73.2	20.8	0.4	3.3	2.0	0.2	100.0							78.2	18.5		1.7	1.7		100.0			
E8	# 7	19		10	7		43	20.6	13.2	12.2	NO	NO	NO	4	2		2			8	YES	YES	YES
	% 16.3	44.2		23.3	16.3		100.0							50.0	25.0		25.0			100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 95.4 percent
 Level of Goal Attainment for 2007: 99.0 percent
 Level of Goal Attainment for 2008: 98.2 percent

Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	9.0	36.0	9.0	9.0	11.0	NO								0.0%	69.4%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 2	1		4	1		8	4.4	39.3	19.7	NO	NO	7.2								YES	YES	63.5%
	% 25.0	12.5		50.0	12.5		100.0																
E5	#			3	2	1	6	2.5	55.0	17.6	2.5	5.0	NO				1		1		0.0%	90.9%	YES
	%			50.0	33.3	16.7	100.0										100.0		100.0				
E6	#	1		1			2	1.3	61.0	20.8	NO	11.0	20.8								YES	82.0%	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.2 percent

Level of Goal Attainment for 2007: 88.5 percent

Level of Goal Attainment for 2008: 89.5 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			3			3	3.4	29.6	4.5	3.4	NO	4.5								0.0%	YES	0.0%
	%			100.0			100.0																
E2	#	2		5			7	7.3	32.3	12.4	7.3	NO	12.4								0.0%	YES	0.0%
	%	28.6		71.4			100.0																
E5 and E6	#	1		13	3		17	3.8	53.6	16.8	3.8	NO	NO				1			1	0.0%	YES	YES
	%	5.9		76.5	17.6		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.9 percent
 Level of Goal Attainment for 2007: 80.0 percent
 Level of Goal Attainment for 2008: 100.0 percent

Social Services, Department of

Agency Director: Kathleen M. Hayes, PhD
EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability						
																								WM	BM	OM	WF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1A	#	2	2		2	2		8	4.1	33.2	8.2	NO	8.2	NO	2	1					3	YES	75.3%	*	YES		
	%	25.0	25.0		25.0	25.0		100.0							66.7	33.3					100.0						
E1B	#	4	1		5	7	1	18	6.7	43.5	17.7	1.1	15.7	NO	1			3	2		6	83.6%	*	63.9%	YES		
	%	22.2	5.6		27.8	38.9	5.6	100.0							16.7			50.0	33.3		100.0						
E2 and E2A	#	15	4	2	50	100	2	173	4.3	4.5	14.4	2.0	NO	NO	10	2		39	60	1	112	53.5%		YES	YES		
	%	8.7	2.3	1.2	28.9	57.8	1.2	100.0							8.9	1.8		34.8	53.6	0.9	100.0						
E2B	#	45	50	1	60	91	3	250	5.1	37.2	29.4	NO	13.2	NO	20	30	1	35	75		161	YES	64.5%	YES			
	%	18.0	20.0	0.4	24.0	36.4	1.2	100.0							12.4	18.6	0.6	21.7	46.6		100.0						
E2C	#	100	25		200	150		475	5.1	40.2		NO	NO	NO	10	15		80	60	5	170	YES	YES				
	%	21.1	5.3		42.1	31.6		100.0							5.9	8.8		47.1	35.3	2.9	100.0						
E3	#	7	1	1	10	8	2	29	5.0	28.1	9.3	1.6	NO	NO	1		1				2	68.0%	*	YES	YES		
	%	24.1	3.4	3.4	34.5	27.6	6.9	100.0							50.0		50.0				100.0						
E5A	#		1		24	16	1	42	5.0	56.9	20.6	2.6	NO	NO				15	10		25	48.0%		YES	YES		
	%		2.4		57.1	38.1	2.4	100.0										60.0	40.0		100.0						
E5B	#		1		6	16		23	4.4	32.4	43.7	0.1	6.3	NO		1		2	9		12	97.7%	*	80.6%	YES		
	%		4.3		26.1	69.6		100.0								8.3		16.7	75.0		100.0						
E6A	#	1			34	34	5	74	1.0	69.0	15.7	1.0	23.1	NO	1			25	30	2	58	0.0%	*	66.6%	YES		
	%	1.4			45.9	45.9	6.8	100.0							1.7			43.1	51.7	3.4	100.0						
E6B	#				4	5		9	5.6	47.6	28.5	5.6	3.2	NO				2	1		3	0.0%	*	93.3%	*	YES	
	%				44.4	55.6		100.0										66.7	33.3		100.0						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column #

4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.2 percent

Level of Goal Attainment for 2007: 86.2 percent

Level of Goal Attainment for 2008: 88.7 percent

South Carolina State University (Page 1 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
C1 and E1	#	1	10	1			5		17																
	%	5.9	58.8	5.9			29.4		100.0	5.9	37.6	11.6	NO	37.6	NO							100.0			3
C2	#	1	7	1			8		17																
	%	5.9	41.2	5.9			47.1		100.0	13.6	29.1	16.0	NO	29.1	NO										2
C3	#	10	15	7	2		8		42																
	%	23.8	35.7	16.7	4.8		19.0		100.0	14.5	29.0	14.5	NO	24.2	NO										1
C4	#	10	23	2	7		11		58																
	%	17.2	39.7	3.4	12.1		19.0		100.0	10.8	33.4	15.8	NO	21.3	NO										1
C5	#	8	23	9	6		41		90																
	%	8.9	25.6	10.0	6.7		45.6		100.0	8.3	37.0	16.3	NO	30.3	NO										5
C6	#	7	9		6		15		37																
	%	18.9	24.3		16.2		40.5		100.0	6.5	38.2	12.3	NO	22.0	NO										1
C7	#		5		3		11		19																
	%		26.3		15.8		57.9		100.0	6.1	57.1	16.2	NO	41.3	NO										1
C8	#	4	7	1	4		3		22																
	%	18.2	31.8	4.5	18.2		13.6		100.0	8.2	38.9	12.1	NO	20.7	NO										2
C9	#	7	28	2	1		17		55																
	%	12.7	50.9	3.6	1.8		30.9		100.0	8.3	22.3	7.0	NO	20.5	NO										4

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 71.0 percent

Level of Goal Attainment for 2007: 71.0 percent

Level of Goal Attainment for 2008: 72.4 percent

South Carolina State University (Page 2 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	# 2	32	2	3	106	2	147	8.9	35.4	18.1	NO	33.4	NO	1	4		1	16	1	23	YES	5.6%	YES
	% 1.4	21.8	1.4	2.0	72.1	1.4	100.0							4.3	17.4		4.3	69.6	4.3	100.0			
E3	# 2	12			28	1	43	9.5	30.0	14.2	NO	30.0	NO		3			4	1	8	YES	0.0%	YES
	% 4.7	27.9			65.1	2.3	100.0								37.5			50.0	12.5	100.0			
E4	#	17			9		26	14.2	16.0	5.9	NO	16.0	NO		4			5		9	YES	0.0%	YES
	%	65.4			34.6		100.0								44.4			55.6		100.0			
E5	# 2			1	39		42	7.2	44.0	19.9					1		2	10		13			
	%	4.8		2.4	92.9		100.0				2.4	41.6	NO		7.7		15.4	76.9		100.0	66.7%	5.5%	YES
E6	# 3			3	51		57	4.8	47.4	20.9					1					1			
	%	5.3		5.3	89.5		100.0				NO	42.1	NO		100.0					100.0	YES	11.2%	YES
E7	# 1	2			1		4	12.1	13.8	8.3													
	%	25.0	50.0		25.0		100.0				NO	13.8	NO							100.0	YES	0.0%	YES
E8	# 1	18		1	8		28	18.3	20.3	19.7					1					1			
	%	3.6	64.3		3.6	28.6	100.0				NO	16.7	NO		100.0					100.0	YES	17.7%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 71.0 percent

Level of Goal Attainment for 2007: 71.0 percent

Level of Goal Attainment for 2008: 72.4 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. Barry W. Russell

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1		1	4	1		7	4.2	42.0	20.9	4.2	NO	6.6				2			2	0.0%	YES	68.4%
	% 14.3		14.3	57.1	14.3		100.0										100.0			100.0			
E2	# 21	3	1	17	10		52	6.2	33.6	8.9	0.4	0.9	NO	4	1	1	5	2		13	93.5%	97.3%	YES
	% 40.4	5.8	1.9	32.7	19.2		100.0							30.8	7.7	7.7	38.5	15.4		100.0			
E3 and E5	# 8	4	1	12	3		28	2.7	51.9	13.2	NO	9.0	2.5	1			2			3	YES	82.7%	81.1%
	% 28.6	14.3	3.6	42.9	10.7		100.0							33.3			66.7			100.0			
E6	#			8	3		11	7.3	54.6	15.5	7.3	NO	NO				1			1	0.0%	YES	YES
	%			72.7	27.3		100.0										100.0			100.0			
E7	# 2	2					4	10.2	2.0	1.1	NO	2.0	1.1								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 94.6 percent

Level of Goal Attainment for 2007: 87.8 percent

Level of Goal Attainment for 2008: 93.0 percent

Aiken Technical College

President: Dr. Susan Winsor

EEO Officer: Sylvia Byrd

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			3			6	3.7	47.8	15.2	3.7 *	NO	15.2 *								0.0% *	YES	0.0% *
T3, T4 and T5	# 25	3	2	22	7	4	63	3.5	37.0	12.3	NO	2.1	1.2	2			4	3	3	12	YES	94.3%	90.2% *
	% 50.0			50.0			100.0							16.7			33.3	25.0	25.0	100.0			
E2 and E3	# 13	5		21	10	1	50	8.0	34.8	13.2	NO	NO	NO	2	2		5	1		10	YES	YES	YES
	% 26.0	10.0		42.0	20.0	2.0	100.0							20.0	20.0		50.0	10.0		100.0			
E5 and E6	# 2	1		10	9	1	23	1.1	56.1	20.6	NO	12.6	NO				5	4		9	YES	77.5%	YES
	% 8.7	4.3		43.5	39.1	4.3	100.0										55.6	44.4		100.0			
E7 and E8	# 2	2					4	22.0	7.8	7.0	NO	7.8 *	7.0 *								YES	0.0% *	0.0% *
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.3 percent

Level of Goal Attainment for 2007: 92.3 percent

Level of Goal Attainment for 2008: 96.6 percent

Central Carolina Technical College

President: Tim Hardee

EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 2			4			6	4.7	41.4	11.3	4.7	NO	11.3	1			1			2	0.0%*	YES	0.0%*
	% 33.3			66.7			100.0							50.0			50.0			100.0			
T3 and T4	# 39	3		46	8		96	3.0	33.9	4.4	NO	NO	NO	9			11	2		22	YES	YES	YES
	% 40.6	3.1		47.9	8.3		100.0							40.9			50.0	9.1		100.0			
T5 and E2	# 6	1	1	16	7	1	32	6.8	32.9	18.5	3.7	NO	NO	2	1		5	5		13	45.6%*	YES	YES
	% 18.8	3.1	3.1	50.0	21.9	3.1	100.0							15.4	7.7		38.5	38.5		100.0			
E3, E4 and E5	# 5	1		11	5	1	23	6.0	45.7	9.2	1.7	NO	NO	3		1	1		1	6	71.7%*	YES	YES
	% 21.7	4.3		47.8	21.7	4.3	100.0							50.0		16.7	16.7		16.7	100.0			
E6	# 1			17	5		23	3.8	54.5	26.1	3.8	NO	4.4				3	1		4	0.0%*	YES	83.1%
	% 4.3			73.9	21.7		100.0										75.0	25.0		100.0			
E7 and E8	# 5	2		1	2		10	21.5	0.8	2.7	1.5	NO	NO	2			1			3	93.0%*	YES	YES
	% 50.0	20.0		10.0	20.0		100.0							66.7			33.3			100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 92.0 percent

Level of Goal Attainment for 2007: 86.2 percent

Level of Goal Attainment for 2008: 92.9 percent

Denmark Technical College

President: John K. Waddell

EEO Officer: Tonya M. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	3		1	5		9	21.0	15.1	26.7	NO	4.0	NO		1					1	YES	73.6%	YES
	%	33.3		11.1	55.6		100.0								100.0					100.0			
T3 and T4	#	4	10	4	3	17	3	41	21.6	14.3	19.2	NO	7.0	NO	3		1	5	1	10	YES	51.2%	YES
	%	9.8	24.4	9.8	7.3	41.5	7.3	100.0							30.0		10.0	50.0	10.0	100.0			
E2	#	1	10			19	1	31	17.1	18.2	37.2	NO	18.2	NO	5			7		12	YES	0.0%	YES
	%	3.2	32.3			61.3	3.2	100.0							41.7			58.3		100.0			
E3, E5 and E6	#	1		5	24		30	4.8	45.0	34.1	1.5	28.3	NO				1	7		8	69.4%	37.0%	YES
	%	3.3		16.7	80.0		100.0										12.5	87.5		100.0			
E4, E7 and E8	#	9			4		13	29.2	4.4	14.5	NO	4.4	NO	4				1		5	YES	0.0%	YES
	%	69.2			30.8		100.0								80.0			20.0		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 69.7 percent

Level of Goal Attainment for 2007: 77.1 percent

Level of Goal Attainment for 2008: 80.8 percent

Florence Darlington Technical College

President: Dr. Charles Gould

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	1		1	1		8	8.5	34.7	16.3	NO	22.2	3.8		1					1	YES	36.0%	76.7%
	% 62.5	12.5		12.5	12.5		100.0								100.0					100.0			
T3, T4 and T5	# 43	3	5	37	13	3	104	7.8	30.1	11.0	4.9	NO	NO	3		2	4	3	1	13	37.2%	YES	YES
	% 41.3	2.9	4.8	35.6	12.5	2.9	100.0							23.1		15.4	30.8	23.1	7.7	100.0			
E2	# 15	2		28	19	1	65	8.7	36.6	20.8	5.6	NO	NO	1			1	2		4	35.6%	YES	YES
	% 23.1	3.1		43.1	29.2	1.5	100.0							25.0			25.0	50.0		100.0			
E5 and E6	# 2			19	13	1	35	5.2	58.5	26.6	NO	4.2	NO					2		2	YES	92.8%	YES
	% 5.7			54.3	37.1	2.9	100.0											100.0		100.0			
E3, E7 and E8	# 13	7		5	1		26	23.1	14.7	17.6	NO	NO	13.8	2						2	YES	YES	21.6%
	% 50.0	26.9		19.2	3.8		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 81.0 percent

Level of Goal Attainment for 2007: 82.0 percent

Level of Goal Attainment for 2008: 80.0 percent

Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Curtis Harkness

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 11	3		14	6		34	4.4	40.2	6.3	NO	NO	NO	1			1	1		3	YES	YES	YES
	% 32.4	8.8		41.2	17.6		100.0							33.3			33.3	33.3		100.0			
T3 and T4	# 126	10	4	168	24	6	338	1.8	35.2	4.0	NO	NO	NO	19	1	19	3			42	YES	YES	YES
	% 37.3	3.0	1.2	49.7	7.1	1.8	100.0							45.2	2.4	45.2	7.1			100.0			
T5 and E2	# 35	5	1	77	29	2	149	3.8	40.9	7.8	0.4	NO	NO	12			15	5	1	33	89.5%*	YES	YES
	% 23.5	3.4	0.7	51.7	19.5	1.3	100.0							36.4			45.5	15.2	3.0	100.0			
E3, E4 and E5	# 23	3	3	48	17	2	96	4.3	51.0	6.4	1.2	1.0	NO	3	1		6	4		14	72.1%	98.0%*	YES
	% 24.0	3.1	3.1	50.0	17.7	2.1	100.0							21.4	7.1		42.9	28.6		100.0			
E6	# 1	1		24	9		35	0.5	78.9	6.6	NO	10.3	NO	1			3	1		5	YES	86.9%	YES
	% 2.9	2.9		68.6	25.7		100.0							20.0			60.0	20.0		100.0			
E7 and E8	# 26	4		7	5		42	10.5	13.8	5.2	1.0	NO	NO	4			2	1		7	90.5%*	YES	YES
	% 61.9	9.5		16.7	11.9		100.0							57.1			28.6	14.3		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.9 percent

Level of Goal Attainment for 2007: 97.8 percent

Level of Goal Attainment for 2008: 96.5 percent

Horry - Georgetown Technical College

President: H. Neyle Wilson

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5	1		4			10	10.9	42.3	14.3	0.9	2.3	14.3	2						2	91.7%	94.6%	0.0%
	% 50.0	10.0		40.0			100.0							100.0						100.0			
T3 and T4	# 59	4	1	64	9	4	141	1.6	36.7	2.2	NO	NO	NO	7			9		16	YES	YES	YES	
	% 41.8	2.8	0.7	45.4	6.4	2.8	100.0							43.8			56.3		100.0				
T5 and E2	# 10	4		26	10		50	6.7	42.0	11.1	NO	NO	NO	2			6	2	10	YES	YES	YES	
	% 20.0	8.0		52.0	20.0		100.0							20.0			60.0	20.0	100.0				
E3 and E5	# 11	3		19	8		41	1.1	46.7	6.4	NO	0.4	NO	1	1		1		3	YES	99.1%	YES	
	% 26.8	7.3		46.3	19.5		100.0							33.3	33.3		33.3		100.0				
E6	#	1		16	4	2	23	1.0	65.0	6.2	NO	NO	NO				1		2	YES	YES	YES	
	%	4.3		69.6	17.4	8.7	100.0										50.0		50.0	100.0			
E7 and E8	# 20	4		14	1		39	19.7	11.6	8.3	9.4	NO	5.7				2		2	52.3%	YES	31.3%	
	% 51.3	10.3		35.9	2.6		100.0										100.0		100.0				
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 87.8 percent

Level of Goal Attainment for 2007: 88.0 percent

Level of Goal Attainment for 2008: 87.2 percent

Technical College of the Low Country

President: Thomas Leitzel

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3	1		4	1		9	3.6	30.2	11.2	NO	NO	0.1	2			1			3	YES	YES	99.1%
	% 33.3	11.1		44.4	11.1		100.0							66.7			33.3			100.0			
T3 and T4	# 14	5	1	28	3		51	6.0	39.8	1.6	NO	NO	NO	1			6	1		8	YES	YES	YES
	% 27.5	9.8	2.0	54.9	5.9		100.0							12.5			75.0	12.5		100.0			
T5 and E2	# 6		1	17	7		31	8.7	38.7	16.3	8.7	NO	NO	1						1	0.0%	YES	YES
	% 19.4		3.2	54.8	22.6		100.0							100.0						100.0			
E3 and E5	# 4	1		7	5	1	18	5.1	43.9	20.4	NO	5.0	NO			1	4	2		7	YES	88.6%	YES
	% 22.2	5.6		38.9	27.8	5.6	100.0									14.3	57.1	28.6		100.0			
E6	# 1			8	10		19	1.0	50.7	31.3	1.0	8.6	NO				3	2		5	0.0%	83.0%	YES
	% 5.3			42.1	52.6		100.0										60.0	40.0		100.0			
E4, E7 and E8	# 7	7		2			16	17.6	12.0	9.7	NO	NO	9.7				2	1		3	YES	YES	0.0%
	% 43.8	43.8		12.5			100.0										66.7	33.3		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 84.1 percent

Level of Goal Attainment for 2007: 88.4 percent

Level of Goal Attainment for 2008: 86.5 percent

Midlands Technical College

President: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 4	2		5	3		14	6.9	39.9	20.4	NO	4.2	NO	1	1		1			3	YES	89.5%	YES
	% 28.6	14.3		35.7	21.4		100.0							33.3	33.3		33.3			100.0			
T3 and T4	# 84	7	2	112	22	4	231	3.8	36.4	7.8	0.8	NO	NO	3	1		7	3		14	78.9%	YES	YES
	% 36.4	3.0	0.9	48.5	9.5	1.7	100.0							21.4	7.1		50.0	21.4		100.0			
T5 and E2	# 27	10		59	45	2	143	6.5	39.7	19.9	NO	NO	NO	3			10	2		15	YES	YES	YES
	% 18.9	7.0		41.3	31.5	1.4	100.0							20.0			66.7	13.3		100.0			
E3	# 19	9		18	6	1	53	9.9	31.5	12.0	NO	NO	0.7	2			2	1		5	YES	YES	94.2%
	% 35.8	17.0		34.0	11.3	1.9	100.0							40.0			40.0	20.0		100.0			
E4 and E5	# 4	4		25	14	1	48	5.2	50.3	17.9	NO	NO	NO	1			1	3		5	YES	YES	YES
	% 8.3	8.3		52.1	29.2	2.1	100.0							20.0			20.0	60.0		100.0			
E6	#	2		30	18	3	53	1.4	70.8	15.7	NO	14.2	NO				1	1	1	3	YES	79.9%	YES
	%	3.8		56.6	34.0	5.7	100.0										33.3	33.3	33.3	100.0			
E7	# 10	3			1		14	13.7	4.2	4.2	NO	4.2	NO		1			1		2	YES	0.0%	YES
	% 71.4	21.4			7.1		100.0								50.0			50.0		100.0			
E8	# 8	6		3	2		19	23.7	14.2	9.5	NO	NO	NO		1					1	YES	YES	YES
	% 42.1	31.6		15.8	10.5		100.0								100.0					100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.2 percent

Level of Goal Attainment for 2007: 95.5 percent

Level of Goal Attainment for 2008: 97.5 percent

Northeastern Technical College

President: Ron Bartley
EEO Officer: Sharon Thurman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3			2			5	7.0	33.7	5.6	7.0 *	NO	5.6	1						1	0.0% *	YES	0.0% *
	% 60.0			40.0			100.0							100.0						100.0			
T3 and T4	# 13		1	16	2		32	3.0	44.1	28.8	3.0 *	NO	22.5	4		1	1	1		7	0.0% *	YES	21.9%
	% 40.6		3.1	50.0	6.3		100.0							57.1		14.3	14.3	14.3		100.0			
T5, E2, E3 and E5	# 5	2		13	11		31	6.2	41.7	14.3	NO	NO	NO	1			1			2	YES	YES	YES
	% 16.1	6.5		41.9	35.5		100.0							50.0			50.0			100.0			
E6	# 1			7	1		9	0.5	74.4	12.2	NO	NO	1.1 *		1					1	YES	YES	91.0% *
	% 11.1			77.8	11.1		100.0								100.0					100.0			
E7 and E8	# 4				4		8	40.0	3.7	11.8	40.0	3.7 *	NO								0.0%	0.0% *	YES
	% 50.0				50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 83.8 percent
Level of Goal Attainment for 2007: 83.5 percent
Level of Goal Attainment for 2008: 83.0 percent

Orangeburg-Calhoun Technical College

President: Anne S. Crook

EEO Officer: Marie Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	# 2	1		6			9	6.7	39.8	21.6	NO	NO	21.6									YES	YES	0.0%
	% 22.2	11.1		66.7			100.0																	
T3 and T4	# 25	3	1	41	13	1	84	8.8	28.3	9.8	5.2	NO	NO	4	1		3	1		9	40.9%	YES	YES	
	% 29.8	3.6	1.2	48.8	15.5	1.2	100.0							44.4	11.1		33.3	11.1		100.0				
T5 and E2	# 3	3		15	8		29	12.8	30.1	20.4	2.5	NO	NO				1	1		2	80.5%	YES	YES	
	% 10.3	10.3		51.7	27.6		100.0										50.0	50.0		100.0				
E3, E4 and E5	# 4	1		10	5		20	10.8	32.9	15.2	5.8	NO	NO	1			1	2		4	46.3%	YES	YES	
	% 20.0	5.0		50.0	25.0		100.0							25.0			25.0	50.0		100.0				
E6	#			17	5		22	2.0	57.6	27.4	2.0	NO	4.7								0.0%	YES	82.8%	
	%			77.3	22.7		100.0																	
E7 and E8	# 8	8		1	3		20	38.4	2.0	15.0	NO	NO	0.0	1	1					2	YES	YES	YES	
	% 40.0	40.0		5.0	15.0		100.0							50.0	50.0					100.0				
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 79.2 percent

Level of Goal Attainment for 2007: 85.8 percent

Level of Goal Attainment for 2008: 85.3 percent

Piedmont Technical College

President: Ray Brooks
EEO Officer: James R. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			3			4	3.2	36.9	7.4	3.2	NO	7.4				1			1	0.0%	YES	0.0%
	% 25.0			75.0			100.0										100.0			100.0			
T3 and T4	# 46	4	4	62	6		122	1.9	28.2	6.1	NO	NO	1.2	1			8			9	YES	YES	80.3%
	% 37.7	3.3	3.3	50.8	4.9		100.0							11.1			88.9			100.0			
T5 and E2	# 13	3		37	16		69	4.0	36.8	15.0	NO	NO	NO	2			6	5		13	YES	YES	YES
	% 18.8	4.3		53.6	23.2		100.0							15.4			46.2	38.5		100.0			
E3, E4 and E5	# 12	1		21	3		37	2.8	51.0	6.3	0.1	NO	NO	2			5			7	96.4%	YES	YES
	% 32.4	2.7		56.8	8.1		100.0							28.6			71.4			100.0			
E6	# 2	1		14	9		26	2.1	71.9	10.2	NO	18.1	NO	1			2	1		4	YES	74.8%	YES
	% 7.7	3.8		53.8	34.6		100.0							25.0			50.0	25.0		100.0			
E7	# 7	1		1			9	30.8	2.3	0.8			*								36.0%	YES	0.0%
	% 77.8	11.1		11.1			100.0				19.7	NO	0.8										
E8	# 1	3			1		5	22.5	15.4	10.2	NO	15.4	NO								YES	0.0%	YES
	% 20.0	60.0			20.0		100.0																
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 93.9 percent

Level of Goal Attainment for 2007: 93.4 percent

Level of Goal Attainment for 2008: 93.4 percent

Spartanburg Community College

President: Dr. Dan L. Terhune

EEO Officer: Regina J. Eaker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 7	1		5			13	5.3	43.3	4.1	NO	4.8	4.1	1						1	YES	88.9%	0.0%
	% 53.8	7.7		38.5			100.0							100.0						100.0			
T3 and T4	# 38	7	3	60	6	5	119	3.7	42.5	4.6	NO	NO	NO	7	2		14		2	25	YES	YES	YES
	% 31.9	5.9	2.5	50.4	5.0	4.2	100.0							28.0	8.0		56.0		8.0	100.0			
T5 and E2	# 17	2		34	11		64	3.2	42.3	15.7	0.1	NO	NO	3			5	2		10	96.9%	YES	YES
	% 26.6	3.1		53.1	17.2		100.0							30.0			50.0	20.0		100.0			
E3, E5 and E6	# 8	2		46	19		75	3.6	56.0	19.0	0.9	NO	NO	2			9	1		12	75.0%	YES	YES
	% 10.7	2.7		61.3	25.3		100.0							16.7			75.0	8.3		100.0			
E4, E7 and E8	# 16	3	1	1	1		22	10.7	6.5	4.7	NO	2.0	0.2	2		1				3	YES	69.2%	95.7%
	% 72.7	13.6	4.5	4.5	4.5		100.0							66.7		33.3				100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 94.9 percent

Level of Goal Attainment for 2007: 96.3 percent

Level of Goal Attainment for 2008: 94.7 percent

Tri-County Technical College

President: Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5	1		2			8	3.8	42.5	3.1	NO	17.5	3.1	1			1			2	YES	58.8%	0.0%*
	% 62.5	12.5		25.0			100.0							50.0			50.0			100.0			
T3	# 7			12	2		21	1.1	32.7	2.4	1.1*	NO	NO				2	1		3	0.0%*	YES	YES
	% 33.3			57.1	9.5		100.0										66.7	33.3		100.0			
T4	# 32	5	1	50	2	2	92	1.1	31.0	2.4	NO	NO	0.2*	3			4			7	YES	YES	91.7%*
	% 34.8	5.4	1.1	54.3	2.2	2.2	100.0							42.9			57.1			100.0			
T5 and E2	# 23	1		45	14	2	85	3.1	44.4	11.9				5			10	3	1	19			
	% 27.1	1.2		52.9	16.5	2.4	100.0				1.9	NO	NO	26.3			52.6	15.8	5.3	100.0	38.7%	YES	YES
E3 and E5	# 9	1		21	3	1	35	2.1	47.7	6.0	NO	NO	NO	2			4	1	1	8	YES	YES	YES
	% 25.7	2.9		60.0	8.6	2.9	100.0							25.0			50.0	12.5	12.5	100.0			
E6	#			36	8	2	46	0.5	79.3	7.3	0.5*	1.0*	NO				8		1	9	0.0%*	98.7%*	YES
	%			78.3	17.4	4.3	100.0										88.9		11.1	100.0			
E4, E7 and E8	# 8	1		5	1		15	10.9	18.4	4.4	4.2*	NO	NO	2			2	1		5	61.5%*	YES	YES
	% 53.3	6.7		33.3	6.7		100.0							40.0			40.0	20.0		100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 93.5 percent

Level of Goal Attainment for 2007: 90.1 percent

Level of Goal Attainment for 2008: 91.6 percent

Trident Technical College

President: Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4	2		8	1		15	4.7	41.1	12.7	NO	NO	6.0	1	1					2	YES	YES	52.5%
	% 26.7	13.3		53.3	6.7		100.0							50.0	50.0					100.0			
T3 and T4	# 13	10	1	140	22	2	188	2.8	37.4	4.8	NO	NO	NO	15	4		12	4		35	YES	YES	YES
	% 6.9	5.3	0.5	74.5	11.7	1.1	100.0							42.9	11.4		34.3	11.4		100.0			
T5 and E2	# 32	13	1	61	35	3	145	6.7	38.0	11.6	NO	NO	NO	4	3		7	6		20	YES	YES	YES
	% 22.1	9.0	0.7	42.1	24.1	2.1	100.0							20.0	15.0		35.0	30.0		100.0			
E3 and E5	# 23	8		50	21	4	106	2.9	40.0	11.8	NO	NO	NO	3	2		8	5		18	YES	YES	YES
	% 21.7	7.5		47.2	19.8	3.8	100.0							16.7	11.1		44.4	27.8		100.0			
E4	# 7	9		1	2		19	11.7	10.9	3.5	NO	5.6	NO		2			1		3	YES	48.3%	YES
	% 36.8	47.4		5.3	10.5		100.0								66.7			33.3		100.0			
E6	# 1	1		12	16		30	2.5	47.2	23.4	NO	7.2	NO				4	1		5	YES	84.7%	YES
	% 3.3	3.3		40.0	53.3		100.0										80.0	20.0		100.0			
E7 and E8	# 17	8	2	6		1	34	24.8	7.9	2.7	1.3	NO	2.7	4	3					7	94.9%	YES	0.0%
	% 50.0	23.5	5.9	17.6		2.9	100.0							57.1	42.9					100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 92.2 percent

Level of Goal Attainment for 2007: 99.0 percent

Level of Goal Attainment for 2008: 94.0 percent

Williamsburg Technical College

President: Cleve H. Cox
EEO Officer: Will M. Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4	1		1			6	16.3	20.6	25.9	NO	3.9	25.9								YES	80.9%	0.0%
	% 66.7	16.7		16.7			100.0																
T3 and T4	# 7	2		6	5		20	26.3	25.1	18.9	16.3	NO	NO	1						1	38.0%	YES	YES
	% 35.0	10.0		30.0	25.0		100.0							100.0						100.0			
E2	#	3		2	6		11	15.1	25.4	29.0	NO	7.2	NO		1					1	YES	71.6%	YES
	%	27.3		18.2	54.5		100.0							100.0						100.0			
E3 and E5	# 2	1		3	6		12	8.5	39.3	26.3	0.2	*	14.3	1						1	98.0%	*	YES
	% 16.7	8.3		25.0	50.0		100.0							100.0						100.0			
E6	#			9	2		11	2.1	58.3	19.2	2.1	*	1.0				1			1	0.0%	*	94.7%
	%			81.8	18.2		100.0										100.0			100.0			
E7 and E8	# 1	6					7	51.6	4.2	17.3	NO	4.2	*	2						2	YES	0.0%	0.0%
	% 14.3	85.7					100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 77.5 percent

Level of Goal Attainment for 2007: 76.2 percent

Level of Goal Attainment for 2008: 77.9 percent

York Technical College

President: Greg Rutherford

EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 7			3	1		11	5.3	39.5	12.5	5.3	12.2	3.4	1			1			2	0.0%	69.1%	72.8%
	% 63.6			27.3	9.1		100.0							50.0			50.0			100.0			
T3 and T4	# 49	8	4	55	7	1	124	4.1	31.9	6.1	NO	NO	0.5	8	3		2	4		17	YES	YES	91.8%
	% 39.5	6.5	3.2	44.4	5.6	0.8	100.0							47.1	17.6		11.8	23.5		100.0			
T5 and E2	# 11	2		44	22	1	80	4.7	40.7	12.9	2.2	NO	NO				4	3		7	53.2%	YES	YES
	% 13.8	2.5		55.0	27.5	1.3	100.0										57.1	42.9		100.0			
E3 and E5	# 5			21	6	1	33	3.2	45.9	11.5	3.2	NO	NO	2			2	1	1	6	0.0%	YES	YES
	% 15.2			63.6	18.2	3.0	100.0							33.3			33.3	16.7	16.7	100.0			
E6	#			11	11	2	24	0.8	73.0	13.0	0.8	27.2	NO				1	1		2	0.0%	62.8%	YES
	%			45.8	45.8	8.3	100.0										50.0	50.0		100.0			
E4, E7 and E8	# 17	3		6	5		31	19.9	9.9	11.4	10.2	NO	NO	4						4	48.8%	YES	YES
	% 54.8	9.7		19.4	16.1		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 90.4 percent

Level of Goal Attainment for 2007: 81.6 percent

Level of Goal Attainment for 2008: 81.2 percent

Transportation, Department of

Agency Director: H. B. Limehouse

EEO Officer: Darlene M. Rikard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	1	1	2			19	7.6	15.2	4.3	2.3	4.7	4.3	1						1	69.7%	69.1%	0.0%
	% 78.9	5.3	5.3	10.5			100.0							100.0						100.0			
E2 Non-Engineers	# 140	30	5	151	91	3	420	7.1	20.9	5.8	0.0	NO	NO	27	3		22	11	1	64	YES	YES	YES
	% 33.3	7.1	1.2	36.0	21.7	0.7	100.0							42.2	4.7		34.4	17.2	1.6	100.0			
E2 Engineers	# 523	76	18	84	22	8	731	7.4	5.5	0.6	NO	NO	NO	86	15	7	26	8	4	146	YES	YES	YES
	% 71.5	10.4	2.5	11.5	3.0	1.1	100.0							58.9	10.3	4.8	17.8	5.5	2.7	100.0			
E4,E5 Non-Engineers	# 151	26	7	97	47	3	331	8.7	23.0	5.9	0.8	NO	NO	20	7	1	19	7		54	90.8%	YES	YES
	% 45.6	7.9	2.1	29.3	14.2	0.9	100.0							37.0	13.0	1.9	35.2	13.0		100.0			
E3,E5 Engineers	# 303	54	9	61	15	1	443	6.5	26.0	4.3	NO	12.2	0.9	77	13	2	15	3	1	111	YES	53.1%	79.1%
	% 68.4	12.2	2.0	13.8	3.4	0.2	100.0							69.4	11.7	1.8	13.5	2.7	0.9	100.0			
E6	# 2	3	1	101	57	2	166	1.2	65.3	19.2	NO	4.5	NO	1	1		16	3		21	YES	93.1%	YES
	% 1.2	1.8	0.6	60.8	34.3	1.2	100.0							4.8	4.8		76.2	14.3		100.0			
E7	# 1418	1127	30	100	144	1	2820	30.8	3.0	2.0	NO	NO	NO	305	255	9	22	16		607	YES	YES	YES
	% 50.3	40.0	1.1	3.5	5.1		100.0							50.2	42.0	1.5	3.6	2.6		100.0			
E8	# 37	19		50	27	2	135	18.7	22.4	10.5	4.6	NO	NO	7	3	1	3	2		16	75.4%	YES	YES
	% 27.4	14.1		37.0	20.0	1.5	100.0							43.8	18.8	6.3	18.8	12.5		100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 90.3 percent

Level of Goal Attainment for 2007: 90.9 percent

Level of Goal Attainment for 2008: 92.6 percent

State Treasurer's Office

Agency Director: Converse A. Chellis III, CPA

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			5	2	1	13	3.2	31.2	6.8	3.2 *	NO	NO							100.0	0.0% *	YES	YES
	% 38.5			38.5	15.4	7.7	100.0																
E2	# 5	2		16	6		29	4.7	40.8	12.5	NO	NO	NO	1			3			4	YES	YES	YES
	% 17.2	6.9		55.2	20.7		100.0							25.0			75.0			100.0	YES	YES	YES
E3	# 3	1		1	2		7	5.4	26.5	15.8	NO	12.2 *	NO							100.0	YES	54.0% *	YES
	% 42.9	14.3		14.3	28.6		100.0																
E5	# 1	1		3	2		7	4.9	41.4	15.9	NO	NO	NO				1	2		3	YES	YES	YES
	% 14.3	14.3		42.9	28.6		100.0										33.3	66.7		100.0	YES	YES	YES
E6	# 1	1		2	2		6	2.9	53.6	23.3	NO	20.3	NO				2	2		4	YES	62.1%	YES
	% 16.7	16.7		33.3	33.3		100.0										50.0	50.0		100.0	YES	62.1%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 92.2 percent

Level of Goal Attainment for 2007: 97.5 percent

Level of Goal Attainment for 2008: 94.0 percent

University of South Carolina - Total System (Page 1 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 10	1		2			13	3.4	41.7	7.4	NO	26.3	7.4	1						1	YES	36.9%	0.0%
	% 76.9	7.7		15.4			100.0							100.0						100.0			
C2	# 105	4	11	65	3	3	191	3.4	41.7	7.4	1.3	7.7	5.8	6	1		5	1		13	61.8%	81.5%	21.6%
	% 55.0	2.1	5.8	34.0	1.6	1.6	100.0							46.2	7.7		38.5	7.7		100.0			
C3	# 270	6	21	75	5		377	2.3	33.2	2.9	0.7	13.3	1.6	15		3	8	1		27	69.6%	59.9%	44.8%
	% 71.6	1.6	5.6	19.9	1.3		100.0							55.6		11.1	29.6	3.7		100.0			
C4	# 210	8	37	138	15	11	419	2.3	33.2	2.9	0.4	0.3	NO	24	1	8	11	4	1	49	82.6%	99.1%	YES
	% 50.1	1.9	8.8	32.9	3.6	2.6	100.0							49.0	2.0	16.3	22.4	8.2	2.0	100.0			
C5	# 202	16	52	205	12	30	517	2.3	33.2	2.9	NO	NO	0.6	36	4	10	47	1	4	102	YES	YES	79.3%
	% 39.1	3.1	10.1	39.7	2.3	5.8	100.0							35.3	3.9	9.8	46.1	1.0	3.9	100.0			
C6	# 122	6	5	148	13	19	313	2.3	33.2	2.9	0.4	NO	NO	31	2	2	31	3	7	76	82.6%	YES	YES
	% 39.0	1.9	1.6	47.3	4.2	6.1	100.0							40.8	2.6	2.6	40.8	3.9	9.2	100.0			
C7	# 19	2		15			36	2.3	33.2	2.9	NO	NO	2.9	1			1			2	YES	YES	0.0%
	% 52.8	5.6		41.7			100.0							50.0			50.0			100.0			
C825	# 8			1			9	2.3	33.2	2.9	2.3	22.1	2.9								0.0%	33.4%	0.0%
	% 88.9			11.1			100.0																
C826	# 23	1		51		3	78	1.0	64.4	4.5	NO	NO	4.5	1			6			7	YES	YES	0.0%
	% 29.5	1.3		65.4		3.8	100.0							14.3			85.7			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 74.7 percent

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

University of South Carolina - Total System (Page 2 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	# 130	7	23	114	12	15	301	2.3	33.5	2.9	0.0	NO	NO	14	2	7	22	2	4	51	YES	YES	YES
	% 43.2	2.3	7.6	37.9	4.0	5.0	100.0							27.5	3.9	13.7	43.1	3.9	7.8	100.0			
C927	# 87	22		30	9	2	150	5.6	25.2	1.3	NO	5.2	NO	18	4		10	4		36	YES	79.4%	YES
	% 58.0	14.7		20.0	6.0	1.3	100.0							50.0	11.1		27.8	11.1		100.0			
C930	# 69	4	4	54	5	7	143	2.7	27.2	2.9	NO	NO	NO	11	1	1	16	2		31	YES	YES	YES
	% 48.3	2.8	2.8	37.8	3.5	4.9	100.0							35.5	3.2	3.2	51.6	6.5		100.0			
E22	# 133	7	3	112	13	4	272	6.7	35.0	8.1	4.1	NO	3.3	19	1		22	1	2	45	38.8%	YES	59.3%
	% 48.9	2.6	1.1	41.2	4.8	1.5	100.0							42.2	2.2		48.9	2.2	4.4	100.0			
E23	# 187	23	7	257	50	9	533	10.6	28.7	10.6	6.3	NO	1.2	19	2		39	9	3	72	40.6%	YES	88.7%
	% 35.1	4.3	1.3	48.2	9.4	1.7	100.0							26.4	2.8		54.2	12.5	4.2	100.0			
E24	# 35	3	1	31	6		76	5.4	35.3	10.5	1.5	NO	2.6	3	1		6	3		13	72.2%	YES	75.2%
	% 46.1	3.9	1.3	40.8	7.9		100.0							23.1	7.7		46.2	23.1		100.0			
E25	# 32	7	3	211	46	6	305	7.3	42.7	14.5	5.0	NO	NO	8	2	2	32	12	2	58	31.5%	YES	YES
	% 10.5	2.3	1.0	69.2	15.1	2.0	100.0							13.8	3.4	3.4	55.2	20.7	3.4	100.0			
E26	# 79	14	2	273	80	8	456	12.1	32.0	21.0	9.0	NO	3.5	22	3		48	18	3	94	25.6%	YES	83.5%
	% 17.3	3.1	0.4	59.9	17.5	1.8	100.0							23.4	3.2		51.1	19.1	3.2	100.0			
E37	# 83	17	4	24	11	1	140	5.9	26.9	5.3	NO	9.8	NO	15	4		3	2		24	YES	63.6%	YES
	% 59.3	12.1	2.9	17.1	7.9	0.7	100.0							62.5	16.7		12.5	8.3		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 74.7 percent

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

University of South Carolina - Total System (Page 3 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 61	12	1	77	27	3	181	8.4	30.2	18.1	1.8	NO	3.2	10	3		17	4		34	78.6%	YES	82.2%
	% 33.7	6.6	0.6	42.5	14.9	1.7	100.0							29.4	8.8		50.0	11.8		100.0			
E39	# 5	1		19	8		33	7.7	24.8	33.9	4.7	NO	9.7		1		5	2	1	9	39.0%	YES	71.4%
	% 15.2	3.0		57.6	24.2		100.0								11.1		55.6	22.2	11.1	100.0			
E4	# 48	13	4	8	5		78	20.0	7.6	3.4	3.3	NO	NO	14	2	3		5		24	83.5%	YES	YES
	% 61.5	16.7	5.1	10.3	6.4		100.0							58.3	8.3	12.5		20.8		100.0			
E511	# 40	7	2	317	108	5	479	1.3	65.8	16.8	NO	NO	NO	8	3	1	58	26	3	99	YES	YES	YES
	% 8.4	1.5	0.4	66.2	22.5	1.0	100.0							8.1	3.0	1.0	58.6	26.3	3.0	100.0			
E512	# 16	4		55	26	4	105	4.4	50.3	16.6	0.6	NO	NO	2	1		7	4		14	86.4%	YES	YES
	% 15.2	3.8		52.4	24.8	3.8	100.0							14.3	7.1		50.0	28.6		100.0			
E613	# 10	2		3	3		18	31.4	7.2	11.5	20.3	NO	NO	1			1	1		3	35.4%	YES	YES
	% 55.6	11.1		16.7	16.7		100.0							33.3			33.3	33.3		100.0			
E614	#	3		4	3		10	5.2	32.3	23.6	NO	NO	NO		1		2	2		5	YES	YES	YES
	%	30.0		40.0	30.0		100.0								20.0		40.0	40.0		100.0			
E615	# 12	7		145	79	9	252	2.6	52.3	23.8	NO	NO	NO	5	2		37	22	5	71	YES	YES	YES
	% 4.8	2.8		57.5	31.3	3.6	100.0							7.0	2.8		52.1	31.0	7.0	100.0			
E616	#	1		6	1		8	2.7	51.6	24.7	NO	NO	12.2				1			1	YES	YES	50.7%
	%	12.5		75.0	12.5		100.0										100.0			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 74.7 percent

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

University of South Carolina - Total System (Page 4 of 4)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E717	# 42	4		4			50	11.3	3.9	1.8	3.3	NO	1.8	3			1			4	70.8%	YES	0.0%
	% 84.0	8.0		8.0			100.0							75.0			25.0			100.0			
E718	# 127	54	1	4	1		187	11.5	3.2	1.2	NO	1.1	0.7	17	5					22	YES	65.6%	41.7%
	% 67.9	28.9	0.5	2.1	0.5		100.0							77.3	22.7					100.0			
E819	# 28	17	1	4	4		54	11.7	3.9	0.6	NO	NO	NO	5	5		1	1		12	YES	YES	YES
	% 51.9	31.5	1.9	7.4	7.4		100.0							41.7	41.7		8.3	8.3		100.0			
E820	# 33	63	3	11	78		188	25.4	5.4	3.4	NO	NO	NO	6	6		1	5		18	YES	YES	YES
	% 17.6	33.5	1.6	5.9	41.5		100.0							33.3	33.3		5.6	27.8		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 74.7 percent

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

USC - Aiken (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	13		2	4			19	3.4	41.7	7.4	3.4	20.6	7.4										
	%	68.4		10.5	21.1			100.0														0.0%	50.6%	0.0%
C3	#	15			10			25	2.3	33.2	2.9	2.3	NO	2.9	3					3	0.0%	YES	0.0%	
	%	60.0			40.0			100.0							100.0					100.0				
C4	#	16	1	5	10	1	1	34	2.3	33.2	2.9	NO	3.8	0.0	4	1	1		1	7	YES	88.6%	YES	
	%	47.1	2.9	14.7	29.4	2.9	2.9	100.0							57.1	14.3	14.3		14.3	100.0				
C5	#	16		1	25	2	1	45	2.3	33.2	2.9	2.3	NO	NO	3		1	5		9	0.0%	YES	YES	
	%	35.6		2.2	55.6	4.4	2.2	100.0							33.3		11.1	55.6		100.0				
C6	#	14			22	3	3	42	2.3	33.2	2.9	2.3	NO	NO	3			5	1	10	0.0%	YES	YES	
	%	33.3			52.4	7.1	7.1	100.0							30.0			50.0	10.0	100.0				
C8 and C9	#	12	2		6			20	4.8	25.9	1.7	NO	NO	1.7	2					2	YES	YES	0.0%	
	%	60.0	10.0		30.0			100.0							100.0					100.0				
E2	#	21	4		44	12		81	8.4	33.2	13.0	3.5	NO	NO	4			3	4	11	58.2%	YES	YES	
	%	25.9	4.9		54.3	14.8		100.0							36.4			27.3	36.4	100.0				
E3 and E4	#	10	2	2	3	1		18	8.0	16.0	3.1	NO	NO	NO	4		1	1		6	YES	YES	YES	
	%	55.6	11.1	11.1	16.7	5.6		100.0							66.7		16.7	16.7		100.0				
E5	#	1			32	4		37	0.5	67.4	13.4	0.5	NO	2.6				4		4	0.0%	YES	80.7%	
	%	2.7			86.5	10.8		100.0										100.0		100.0				

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 88.9 percent

Level of Goal Attainment for 2007: 91.3 percent

Level of Goal Attainment for 2008: 90.6 percent

USC - Aiken (Page 2 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#		1		6	2	1	10	1.5	58.9	20.4	NO	NO	0.4				1	1	1	3	YES	YES	98.0%
	%		10.0		60.0	20.0	10.0	100.0										33.3	33.3	33.3	100.0			
E7	#	9	2		1			12	13.8	5.5	0.5	NO	NO	0.5	1						1	YES	YES	0.0%
	%	75.0	16.7		8.3			100.0							100.0						100.0			
E8	#	4	3	1	2	10		20	24.4	10.0	12.6	9.4	0.0	NO	1	2		1	2		6	61.6%	YES	YES
	%	20.0	15.0	5.0	10.0	50.0		100.0							16.7	33.3		16.7	33.3		100.0			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 88.9 percent
 Level of Goal Attainment for 2007: 91.3 percent
 Level of Goal Attainment for 2008: 90.6 percent

University of South Carolina - Beaufort (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	6			6		1	13	3.4	41.7	7.4	3.4	NO	7.4	2						2	0.0%*	YES	0.0%*
	%	46.2			46.2		7.7	100.0						100.0							100.0			
C3	#	4			1			5	2.3	33.2	2.9	2.3	13.2	2.9	2						2	0.0%*	60.2%*	0.0%*
	%	80.0			20.0			100.0						100.0							100.0			
C4	#	7		1	4			12	2.3	33.2	2.9	2.3	NO	2.9	1			2		3	0.0%*	YES	0.0%*	
	%	58.3		8.3	33.3			100.0						33.3			66.7			100.0				
C5	#	6	1	2	3		1	13	2.3	33.2	2.9	NO	10.1	2.9	1			1		2	YES	69.6%	0.0%*	
	%	46.2	7.7	15.4	23.1		7.7	100.0						50.0			50.0			100.0				
C6	#	7			7	1		15	2.3	33.2	2.9	2.3	NO	NO			2	1		3	0.0%*	YES	YES	
	%	46.7			46.7	6.7		100.0									66.7	33.3		100.0				
C8 and C9	#	7			4			11	2.3	46.3	3.9	2.3	9.9	3.9	3	1		2		6	0.0%*	78.6%	0.0%*	
	%	63.6			36.4			100.0						50.0	16.7		33.3			100.0				
E2	#	7			19	6		32	5.6	23.1	14.7	5.6	NO	NO	2			7	2	11	0.0%*	YES	YES	
	%	21.9			59.4	18.8		100.0						18.2			63.6	18.2		100.0				
E3 and E5	#	2			7	2		11	0.5	39.6	23.0	0.5	NO	4.8	1			1		2	0.0%*	YES	79.3%*	
	%	18.2			63.6	18.2		100.0						50.0			50.0			100.0				
E4	#	5						5	3.8	0.5	0.5	3.8	0.5	0.5	1					1	0.0%*	0.0%*	0.0%*	
	%	100.0						100.0						100.0						100.0				

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 96.1 percent

Level of Goal Attainment for 2007: 87.6 percent

Level of Goal Attainment for 2008: 93.8 percent

USC - Columbia Campus (Page 1 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 8	1		1			10	3.4	41.7	7.4	NO	31.7	7.4	1						1	YES	24.0%	0.0%
	% 80.0	10.0		10.0			100.0							100.0						100.0			
C2	# 68	2	8	43	3	2	126	3.4	41.7	7.4	1.8	7.6	5.0	3	1		4	1		9	47.1%	81.8%	32.4%
	% 54.0	1.6	6.3	34.1	2.4	1.6	100.0							33.3	11.1		44.4	11.1		100.0			
C3	# 225	5	19	47	4		300	2.3	33.2	2.9	0.6	17.5	1.6	10		3	7	1		21	73.9%	47.3%	45.5%
	% 75.0	1.7	6.3	15.7	1.3		100.0							47.6		14.3	33.3	4.8		100.0			
C4	# 159	6	29	102	9	8	313	4.2	31.3	6.3	2.3	NO	3.4	16		6	9	1	1	33	45.0%	YES	46.1%
	% 50.8	1.9	9.3	32.6	2.9	2.6	100.0							48.5		18.2	27.3	3.0	3.0	100.0			
C5	# 139	10	40	131	10	24	354	2.3	33.2	2.9	NO	NO	0.1	22	3	8	32	1	2	68	YES	YES	97.9%
	% 39.3	2.8	11.3	37.0	2.8	6.8	100.0							32.4	4.4	11.8	47.1	1.5	2.9	100.0			
C6	# 58	1	1	67	4	9	140	2.3	33.2	2.9	1.6	NO	0.0	12			14	1	2	29	30.4%	YES	YES
	% 41.4	0.7	0.7	47.9	2.9	6.4	100.0							41.4			48.3	3.4	6.9	100.0			
C7	# 19	2		15			36	2.3	33.2	2.9	NO	NO	2.9	1			1			2	YES	YES	0.0%
	% 52.8	5.6		41.7			100.0							50.0			50.0			100.0			
C825	# 8			1			9	2.3	33.2	3.0	2.3	22.1	3.0								0.0%	33.4%	0.0%
	% 88.9			11.1			100.0																
C826	# 18	1		40		3	62	1.0	64.4	4.5	NO	NO	4.5				5			5	YES	YES	0.0%
	% 29.0	1.6		64.5		4.8	100.0										100.0			100.0			

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WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 72.4 percent

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 78.4 percent

USC - Columbia Campus (Page 2 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	# 128	7	23	113	12	15	298	2.3	33.5	2.9	0.0	NO	NO	13	1	7	21	2	4	48	YES	YES	YES
	% 43.0	2.3	7.7	37.9	4.0	5.0	100.0							27.1	2.1	14.6	43.8	4.2	8.3	100.0			
C927	# 55	17		23	8		103	5.7	25.0	1.2	NO	2.7	NO	13	4		10	4		31	YES	89.3%	YES
	% 53.4	16.5		22.3	7.8		100.0							41.9	12.9		32.3	12.9		100.0			
C930	# 64	4	4	50	5	7	134	2.7	27.4	2.9	NO	NO	NO	10	1	1	14	2		28	YES	YES	YES
	% 47.8	3.0	3.0	37.3	3.7	5.2	100.0							35.7	3.6	3.6	50.0	7.1		100.0			
E22	# 117	6	3	103	13	4	246	6.9	32.2	8.4	4.5	NO	3.1	14	1		22	1	2	40	34.9%	YES	63.1%
	% 47.6	2.4	1.2	41.9	5.3	1.6	100.0							35.0	2.5		55.0	2.5	5.0	100.0			
E23	# 160	23	7	217	47	9	463	11.7	28.5	10.3	6.7	NO	0.1	17	2		33	9	3	64	42.8%	YES	99.0%
	% 34.6	5.0	1.5	46.9	10.2	1.9	100.0							26.6	3.1		51.6	14.1	4.7	100.0			
E24	# 34	2	1	25	6		68	5.7	33.6	10.9	2.8	NO	2.1	3	1		6	3		13	50.9%	YES	80.7%
	% 50.0	2.9	1.5	36.8	8.8		100.0							23.1	7.7		46.2	23.1		100.0			
E25	# 26	6	3	170	42	5	252	8.1	41.4	15.2	5.7	NO	NO	6	2	2	28	11	1	50	29.6%	YES	YES
	% 10.3	2.4	1.2	67.5	16.7	2.0	100.0							12.0	4.0	4.0	56.0	22.0	2.0	100.0			
E26	# 58	8	1	206	55	7	335	13.0	31.3	22.3	10.6	NO	5.9	19	2		35	9	2	67	18.5%	YES	73.5%
	% 17.3	2.4	0.3	61.5	16.4	2.1	100.0							28.4	3.0		52.2	13.4	3.0	100.0			
E37	# 73	16	3	23	11	1	127	6.2	27.0	5.6	NO	8.9	NO	11	4		3	2		20	YES	67.0%	YES
	% 57.5	12.6	2.4	18.1	8.7	0.8	100.0							55.0	20.0		15.0	10.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 72.4 percent

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 78.4 percent

USC - Columbia Campus (Page 3 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 51	11	1	68	24	3	158	9.0	28.3	19.1	2.0	NO	3.9	7	3		15	4		29	78.2%	YES	79.6%
	% 32.3	7.0	0.6	43.0	15.2	1.9	100.0							24.1	10.3		51.7	13.8		100.0			
E39	# 5	1		18	8		32	7.9	25.2	33.6	4.8	NO	8.6		1		5	2	1	9	39.2%	YES	74.5%
	% 15.6	3.1		56.3	25.0		100.0								11.1		55.6	22.2	11.1	100.0			
E4	# 32	10	3	6	3		54	24.8	7.9	4.3	6.3	NO	NO	7	2	2		4		15	74.5%	YES	YES
	% 59.3	18.5	5.6	11.1	5.6		100.0							46.7	13.3	13.3		26.7		100.0			
E511	# 35	6	2	243	98	5	389	1.5	64.3	18.0	NO	1.8	NO	7	2	1	50	24	3	87	YES	97.2%	YES
	% 9.0	1.5	0.5	62.5	25.2	1.3	100.0							8.0	2.3	1.1	57.5	27.6	3.4	100.0			
E512	# 12	4		36	19	3	74	5.7	45.3	19.3	0.3	NO	NO	2	1		6	3		12	94.7%*	YES	YES
	% 16.2	5.4		48.6	25.7	4.1	100.0							16.7	8.3		50.0	25.0		100.0			
E6	# 21	12		122	76	8	239	31.4	7.2	11.5	26.4	NO	NO	6	3		34	22	4	69	15.9%	YES	YES
	% 8.8	5.0		51.0	31.8	3.3	100.0							8.7	4.3		49.3	31.9	5.8	100.0			
E717	# 32	4		4			40	11.7	4.2	1.9	1.7	NO	1.9	2			1			3	85.7%*	YES	0.0%*
	% 80.0	10.0		10.0			100.0							66.7			33.3			100.0			
E718	# 105	44	1	3			153	11.6	2.7	1.4	NO	0.7	1.4	13	5					18	YES	74.1%	0.0%
	% 68.6	28.8	0.7	2.0			100.0							72.2	27.8					100.0			
E8	# 31	69	1	6	74		181	27.5	4.7	3.7	NO	1.4	NO	6	9		1	5		21	YES	70.2%	YES
	% 17.1	38.1	0.6	3.3	40.9		100.0							28.6	42.9		4.8	23.8		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 72.4 percent
 Level of Goal Attainment for 2007: 79.3 percent
 Level of Goal Attainment for 2008: 78.4 percent

University of South Carolina - Regional Campuses (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C2	# 5		1	2			8	3.4	41.7	7.4	3.4	16.7	7.4								0.0%	60.0%	0.0%
	% 62.5		12.5	25.0			100.0																
C3	# 11		1	3			15	2.3	33.2	2.9	2.3	13.2	2.9								0.0%	60.2%	0.0%
	% 73.3		6.7	20.0			100.0																
C4	# 15	1	1	6	1	1	25	2.3	33.2	2.9	NO	9.2	NO	1				1		2	YES	72.3%	YES
	% 60.0	4.0	4.0	24.0	4.0	4.0	100.0							50.0				50.0		100.0			
C5	# 17	2	2	17		2	40	2.3	33.2	2.9	NO	NO	2.9	5	1	1	4			11	YES	YES	0.0%
	% 42.5	5.0	5.0	42.5		5.0	100.0							45.5	9.1	9.1	36.4			100.0			
C6	# 22	4	4	14		1	45	2.3	33.2	2.9	NO	2.1	2.9	10	2	2	5		1	20	YES	93.7%	0.0%
	% 48.9	8.9	8.9	31.1		2.2	100.0							50.0	10.0	10.0	25.0		5.0	100.0			
C8 and C9	# 6	1		4			11	3.5	36.9	2.6	NO	0.5	2.6	1						1	YES	98.6%	0.0%
	% 54.5	9.1		36.4			100.0							100.0						100.0			
E2	# 17	4		37	7		65	7.5	33.8	18.2	1.3	NO	7.4	3	1		3	4		11	82.7%	YES	59.3%
	% 26.2	6.2		56.9	10.8		100.0							27.3	9.1		27.3	36.4		100.0			
E3 and E5	# 8	1		21	5		35	2.2	71.0	15.0	NO	11.0	0.7	3	1		1	2		7	YES	84.5%	95.3%
	% 22.9	2.9		60.0	14.3		100.0							42.9	14.3		14.3	28.6		100.0			
E6	#			14	4		18	0.8	55.2	22.7	0.8	NO	0.5				1	1		2	0.0%	YES	97.8%
	%			77.8	22.2		100.0										50.0	50.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 69.3 percent

Level of Goal Attainment for 2007: 83.2 percent

Level of Goal Attainment for 2008: 82.5 percent

University of South Carolina - Upstate (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	15	2		11		28	3.4	41.7	7.4	NO	2.4	7.4	1			1			2	YES	94.3%	0.0%
	%	53.6	7.1		39.3		100.0							50.0			50.0			100.0			
C3	#	15	1	1	14	1	32	2.3	33.2	2.9	NO	NO	NO				1			1	YES	YES	YES
	%	46.9	3.1	3.1	43.8	3.1	100.0										100.0			100.0			
C4	#	13		1	16	4	35	2.3	33.2	2.9	2.3	NO	NO	2		1		1		4	0.0%	YES	YES
	%	37.1		2.9	45.7	11.4	100.0							50.0		25.0		25.0		100.0			
C5	#	24	3	7	29		65	2.3	33.2	2.9	NO	NO	2.9	5			5		2	12	YES	YES	0.0%
	%	36.9	4.6	10.8	44.6		100.0							41.7			41.7		16.7	100.0			
C6	#	21	1		38	5	71	2.3	33.2	2.9	0.9	NO	NO	6			5		3	14	60.9%	YES	YES
	%	29.6	1.4		53.5	7.0	100.0							42.9			35.7		21.4	100.0			
C8 and C9	#	19	2		9	1	33	4.1	36.2	2.4	NO	8.9	NO	2			2			4	YES	75.4%	YES
	%	57.6	6.1		27.3	3.0	100.0							50.0			50.0			100.0			
E2	#	26	1	1	63	7	100	3.8	47.6	8.0	2.8	NO	1.0	3			10		2	15	26.3%	YES	87.2%
	%	26.0	1.0	1.0	63.0	7.0	100.0							20.0			66.7		13.3	100.0			
E3	#	9	1		5	3	18	5.0	40.4	6.8	NO	12.6	NO	3			1			4	YES	68.8%	YES
	%	50.0	5.6		27.8	16.7	100.0							75.0			25.0			100.0			
E4	#	7	2		2	1	12	9.0	11.0	1.6	NO	NO	NO	3				1		4	YES	YES	YES
	%	58.3	16.7		16.7	8.3	100.0							75.0				25.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 91.1 percent

Level of Goal Attainment for 2007: 90.5 percent

Level of Goal Attainment for 2008: 88.6 percent

University of South Carolina - Upstate (Page 2 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	# 3			36	6	1	46	0.5	74.1	6.6	0.5	NO	NO				3	1		4	0.0%*	YES	YES
	% 6.5			78.3	13.0	2.2	100.0										75.0	25.0		100.0			
E6	# 1			12	3		16	1.3	69.6	8.8	1.3	NO	NO				1			1	0.0%*	YES	YES
	% 6.3			75.0	18.8		100.0										100.0			100.0			
E7	# 13	1					14	5.8	2.5	0.7	NO	2.5	0.7	3						3	YES	0.0%*	0.0%*
	% 92.9	7.1					100.0							100.0						100.0			
E8	# 20	5	2	7	1		35	11.4	7.4	0.8	NO	NO	NO	4	1		1			6	YES	YES	YES
	% 57.1	14.3	5.7	20.0	2.9		100.0							66.7	16.7		16.7			100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 91.1 percent
 Level of Goal Attainment for 2007: 90.5 percent
 Level of Goal Attainment for 2008: 88.6 percent

Vocational Rehabilitation, Department of

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	1		8	2		21	6.4	41.6	11.8	1.6	3.5	2.3	2			2			4	75.0%	91.6%	80.5%
	% 47.6	4.8		38.1	9.5		100.0							50.0			50.0			100.0			
E2	# 194	57		339	167		757	9.5	34.6	18.8	2.0	NO	NO	28	21		69	30		148	78.9%	YES	YES
	% 25.6	7.5		44.8	22.1		100.0							18.9	14.2		46.6	20.3		100.0			
E3	# 23	1		8	8	1	41	6.7	31.6	15.4	4.3	12.1	NO	3						3	35.8%	61.7%	YES
	% 56.1	2.4		19.5	19.5	2.4	100.0							100.0						100.0			
E4	# 20	9		69	31	1	130	6.0	48.9	15.7	NO	NO	NO	2	1		10	5	1	19	YES	YES	YES
	% 15.4	6.9		53.1	23.8	0.8	100.0							10.5	5.3		52.6	26.3	5.3	100.0			
E5	# 4	2		59	19		84	3.1	61.8	10.9	0.7	NO	NO	2	2		8	5		17	77.4%	YES	YES
	% 4.8	2.4		70.2	22.6		100.0							11.8	11.8		47.1	29.4		100.0			
E6	# 14	13		4	2	1	34	21.6	14.8	14.4	NO	3.0	8.5	3	2			2		7	YES	79.7%	41.0%
	% 41.2	38.2		11.8	5.9	2.9	100.0							42.9	28.6			28.6		100.0			
E7	# 2	3		3	7		15	13.7	26.4	19.1	NO	6.4	NO				1	2		3	YES	75.8%	YES
	% 13.3	20.0		20.0	46.7		100.0										33.3	66.7		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 95.0 percent
 Level of Goal Attainment for 2007: 84.7 percent
 Level of Goal Attainment for 2008: 85.6 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa Rae Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1			4	3.4	31.5	38.3	3.4	6.5	38.3								0.0%	79.4%	0.0%
	% 75.0			25.0			100.0																
E2	# 8	10	1	12	6		37	7.9	42.1	17.7	NO	9.7	1.5	3	8	1	2	5		19	YES	77.0%	91.5%
	% 21.6	27.0	2.7	32.4	16.2		100.0							15.8	42.1	5.3	10.5	26.3		100.0			
E3 and E5	# 1			2			3	13.2	28.0	22.4	13.2	NO	22.4								0.0%	YES	0.0%
	% 33.3			66.7			100.0																
E6	#			2	1		3	0.2	69.7	17.6	0.2	3.0	NO								0.0%	95.7%	YES
	%			66.7	33.3		100.0																
E8	# 6	3		3	3		15	21.4	12.2	21.9	1.4	NO	1.9	1			1			2	93.5%	YES	91.3%
	% 40.0	20.0		20.0	20.0		100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 89.6 percent
 Level of Goal Attainment for 2007: 78.0 percent
 Level of Goal Attainment for 2008: 84.4 percent

Winthrop University (Page 1 of 2)

President: Anthony DiGiorgio

EEO Officer: Cheryl Southworth

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	28			25	1	54				1.9	NO	3.4				3			3			
	%	51.9			46.3	1.9	100.0	1.9	42.6	5.3	1.9	NO	3.4				100.0			100.0	0.0%	YES	35.8%
C3	#	27	4	4	16		52				4.1	NO	1.0	1		1	2			4			
	%	51.9	7.7	7.7	30.8		100.0	4.1	25.0	1.0	NO	NO	1.0	25.0		25.0	50.0			100.0	YES	YES	0.0%
C4	#	46		3	41	2	94				1.8	NO	1.1	7		1	7	1	1	17			
	%	48.9		3.2	43.6	2.1	100.0	1.8	39.0	3.2	1.8	NO	1.1	41.2		5.9	41.2	5.9	5.9	100.0	0.0%	YES	65.6%
C5	#	32	2	2	42	7	87				2.6	NO	NO	2	1		7	2	1	13			
	%	36.8	2.3	2.3	48.3	8.0	100.0	2.6	47.8	4.7	0.3	NO	NO	15.4	7.7		53.8	15.4	7.7	100.0	88.5%	YES	YES
C6 and C7	#	5		1	32	2	43				2.5	NO	2.2	1		1	5		1	8			
	%	11.6		2.3	74.4	4.7	100.0	2.5	48.6	6.9	2.5	NO	2.2	12.5		12.5	62.5		12.5	100.0	0.0%	YES	68.1%
C8 and C9	#	29	3	2	34	3	74				4.5	NO	NO	4			4			8			
	%	39.2	4.1	2.7	45.9	4.1	100.0	4.5	33.6	3.1	0.4	NO	NO	50.0			50.0			100.0	91.1%	YES	YES
E1	#	6			3		9				2.7	NO	NO										
	%	66.7			33.3		100.0	2.7	43.8	13.7	2.7	10.5	13.7								0.0%	76.0%	0.0%
E2	#	32	7		74	20	136				4.0	NO	NO	7	2		13	2	1	25			
	%	23.5	5.1		54.4	14.7	100.0	4.0	43.9	12.1	NO	NO	NO	28.0	8.0		52.0	8.0	4.0	100.0	YES	YES	YES
E3	#	19	3		18	3	44				5.2	NO	NO	2			2	1	1	6			
	%	43.2	6.8		40.9	6.8	100.0	5.2	26.3	10.6	NO	NO	3.8	33.3			33.3	16.7	16.7	100.0	YES	YES	64.2%

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 84.0 percent

Level of Goal Attainment for 2007: 76.8 percent

Level of Goal Attainment for 2008: 87.3 percent

Winthrop University (Page 2 of 2)

President: Anthony DiGiorgio
EEO Officer: Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 9	2			2		13	15.4	1.1	4.3	0.0	1.1	NO				1			1	YES	0.0%	YES
	% 69.2	15.4			15.4		100.0										100.0			100.0			
E5	# 2			21	8		31	1.9	56.5	14.3	1.9	NO	NO	2			3			5	0.0%	YES	YES
	% 6.5			67.7	25.8		100.0							40.0			60.0			100.0			
E6	#			71	16	1	88	5.8	59.6	12.0	5.8	NO	NO				15			15	0.0%	YES	YES
	%			80.7	18.2	1.1	100.0										100.0			100.0			
E7	# 28	6		4			38	26.7	3.7	0.8	10.9	NO	0.8								59.2%	YES	0.0%
	% 73.7	15.8		10.5			100.0																
E8	# 24	11		7	39	3	84	19.4	12.6	17.6	6.3	4.3	NO	7	3			7		17	67.5%	65.9%	YES
	% 28.6	13.1		8.3	46.4	3.6	100.0							41.2	17.6			41.2		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 84.0 percent

Level of Goal Attainment for 2007: 76.8 percent

Level of Goal Attainment for 2008: 87.3 percent

Worker's Compensation Commission

Agency Director: Gary R. Thibault

EEO Officer: Kristi M. Hornsby

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2007 - 09/30/2008							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		3			6	3.6	26.4	4.3	NO	NO	4.3	1			1			2	YES	YES	0.0%
	% 33.3	16.7		50.0			100.0							50.0			50.0			100.0			
E2 and E3	# 4	2		19	10		35	4.4	42.6	12.8	NO	NO	NO	1			3			4	YES	YES	YES
	% 11.4	5.7		54.3	28.6		100.0							25.0			75.0			100.0			
E5	#			3	1		4	1.4	68.1	13.3	1.4	NO	NO								0.0%	YES	YES
	%			75.0	25.0		100.0																
E6	#			5	2		7	6.7	46.5	29.1	6.7	NO	0.5				1			1	0.0%	YES	98.3%
	%			71.4	28.6		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2006: 99.0 percent
 Level of Goal Attainment for 2007: 100.0 percent
 Level of Goal Attainment for 2008: 99.8 percent

SECTION VII

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